RACIAL JUSTICE TASK FORCE

Agenda

July 5, 2017
1:00 p.m. to 3:00 p.m.
30 Muir Road, ZA Room
Martinez

Agenda Items:	

1. **1:00-1:10 Introductions of New Taskforce Members**

2. **1:10-1:15 Approval of the Meeting Minutes (May and June)**

3. **1:15-1:20 Public Comment** on any item under the jurisdiction of the Task Force and not on this agenda.
 (*Speakers may be limited to three minutes.*)

4. **1:20-1:30-Report Back on Community Forums**

5. **1:30-1:40 Presentation of Local Law Enforcement Data**

6. **1:40-2:15 Work Session**

7. **2:15-2:30 Presentation of Local Law Enforcement Diversion Practices, Emerging Practices**

8. **2:30-2:55 Work Session**

9. **2:55-3:00 Next Steps**

10. **Adjourn**

☺ *The Office of Reentry & Justice will provide reasonable accommodations for persons with disabilities planning to attend Racial Justice Task Force meetings. Contact the person listed below at least 72 hours before the meeting.*

🖿 *Any disclosable public records related to an item on a regular meeting agenda and distributed by the County to a majority of members of the Racial Justice Task Force less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 10th floor, during normal business hours.*

✆ *Public comment may be submitted via electronic mail on agenda items at least one full workday prior to the published meeting time.*

For Additional Information Contact:
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Glossary of Acronyms, Abbreviations, and other Terms (in alphabetical order):

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

AB	Assembly Bill	HIPAA	Health Insurance Portability and Accountability Act
ABAG	Association of Bay Area Governments	HIV	Human Immunodeficiency Syndrome
ACA	Assembly Constitutional Amendment	HOV	High Occupancy Vehicle
ADA	Americans with Disabilities Act of 1990	HR	Human Resources
AFSCME	American Federation of State County and Municipal Employees	HUD	United States Department of Housing and Urban Development
AICP	American Institute of Certified Planners	Inc.	Incorporated
AIDS	Acquired Immunodeficiency Syndrome	IOC	Internal Operations Committee
ALUC	Airport Land Use Commission	ISO	Industrial Safety Ordinance
AOD	Alcohol and Other Drugs	JPA	Joint (exercise of) Powers Authority or Agreement
ARRA	American Recovery and Reinvestment Act	Lamorinda	Lafayette-Moraga-Orinda Area
BAAQMD	Bay Area Air Quality Management District	LAFCo	Local Agency Formation Commission
BART	Bay Area Rapid Transit District	LLC	Limited Liability Company
BCDC	Bay Conservation & Development Commission	LLP	Limited Liability Partnership
BGO	Better Government Ordinance	Local 1	Public Employees Union Local 1
BOS	Board of Supervisors	LVN	Licensed Vocational Nurse
CALTRANS	California Department of Transportation	MAC	Municipal Advisory Council
CalWIN	California Works Information Network	MBE	Minority Business Enterprise
CalWORKS	California Work Opportunity and Responsibility to Kids	M.D.	Medical Doctor
		M.F.T.	Marriage and Family Therapist
CAER	Community Awareness Emergency Response	MIS	Management Information System
CAO	County Administrative Officer or Office	MOE	Maintenance of Effort
CCHP	Contra Costa Health Plan	MOU	Memorandum of Understanding
CCTA	Contra Costa Transportation Authority	MTC	Metropolitan Transportation Commission
CDBG	Community Development Block Grant	NACo	National Association of Counties
CEQA	California Environmental Quality Act	OB-GYN	Obstetrics and Gynecology
CIO	Chief Information Officer	O.D.	Doctor of Optometry
COLA	Cost of living adjustment	OES-EOC	Office of Emergency Services-Emergency Operations Center
ConFire	Contra Costa Consolidated Fire District		
CPA	Certified Public Accountant	OSHA	Occupational Safety and Health Administration
CPI	Consumer Price Index	Psy.D.	Doctor of Psychology
CSA	County Service Area	RDA	Redevelopment Agency
CSAC	California State Association of Counties	RFI	Request For Information
CTC	California Transportation Commission	RFP	Request For Proposal
dba	doing business as	RFQ	Request For Qualifications
EBMUD	East Bay Municipal Utility District	RN	Registered Nurse
EIR	Environmental Impact Report	SB	Senate Bill
EIS	Environmental Impact Statement	SBE	Small Business Enterprise
EMCC	Emergency Medical Care Committee	SWAT	Southwest Area Transportation Committee
EMS	Emergency Medical Services	TRANSPAC	Transportation Partnership & Cooperation (Central)
EPSDT	State Early Periodic Screening, Diagnosis and treatment Program (Mental Health)	TRANSPLAN	Transportation Planning Committee (East County)
		TRE or TTE	Trustee
et al.	et ali (and others)	TWIC	Transportation, Water and Infrastructure Committee
FAA	Federal Aviation Administration	UCC	Urban Counties Caucus
FEMA	Federal Emergency Management Agency	VA	Department of Veterans Affairs
F&HS	Family and Human Services Committee	vs.	versus (against)
First 5	First Five Children and Families Commission (Proposition 10)	WAN	Wide Area Network
		WBE	Women Business Enterprise
FTE	Full Time Equivalent	WCCTAC	West Contra Costa Transportation Advisory Committee
FY	Fiscal Year		
GHAD	Geologic Hazard Abatement District		
GIS	Geographic Information System		
HCD	(State Dept of) Housing & Community Development		
HHS	Department of Health and Human Services		

Racial Justice Task Force Kickoff Meeting Minutes
Racial Justice Task Force Members
5.3.17

Member	In Attendance?
Robin Lipetzky, Public Defender	Present
Harlan Grossman, Government Alliance of Race & Equity (GARE)	Present
Dennisha Marsh, First Five CCC, City of Pittsburgh Community Advisory Council	Present
Debra Mason, Mount Diablo Unified School District (MDUSD)	Present
John Lowden, Contra Costa County Sheriff's Office	Present
Dr. Christine Gerchow, Psychologist at Juvenile Hall Martinez	Present
Stephanie Medley, RYSE & AB109 CAB	Present
Magda Lopez, Director of Court Programs and Services	Present
Marcus Walton, Director of Communications West Contra Costa Unified School District	Present
Pastor Donnell Jones, Richmond Ceasefire	Present
My Christian, Contra Costa Interfaith Supporting Community Organization (CCISCO)	Not present*
Todd Billeci, Chief Probation Officer	Not present
Tom Kensok, Assistant District Attorney	Not present
Dr. William Walker, Health Services Director	Not present
Bisa French, Assistant Chief at Richmond Police Department	Not present
Edith Fajardo, Alliance of Californians for Community Empowerment (ACCE) Institute	Not present*

*Indicates replacement may be needed

Resource Development Associates

- Roberta Chambers
- Mikaela Rabinowitz
- Ardavan Davaran
- Jasmine Laroche
- Kelechi Ubozoh

Decisions made

- Re-visit and provide final approval April meeting minutes.
- RDA will organize the questions/comments made and determine what can be answered with what type of data (quantitative or qualitative).
- RDA will contact task force members and agencies to determine what data is available for analysis.
- At the next meeting, RDA will identify research questions, identify data sources, and feasibly of data collection and analysis.

- RDA will revisit discussion around mission, vision, and commitment at next meeting with task force members.

Meeting Minutes

I. Introductions
- RDA introduced the agenda and the project timeline.
- Meetings 4, 5, and 6 will incorporate identifying data that the task force believes is necessary.
- RDA and task force members introduced themselves to share the expertise in the room.

II. Approval of Meeting Minutes
- Meeting minutes were approved with two corrections.

III. Public Comment
- Public encouraged task force to look into money bail reform.
- Public would like task force to consider mental health diagnoses and how that impacts youth that may enter the juvenile justice system.
- Public shared information about public monthly meetings hosted by the Juvenile Justice Commission.

IV. Overview of Juvenile Justice Process Flow and Data
- RDA presented the juvenile justice process flow that was created in collaboration with the RJTF project team, along with publically available data to demonstrate racial disparities at each decision point.
- RDA explained that during this meeting there would not be a discussion or presentation of the adult system given the limited amount of time.
- RDA explained that the process flow presented does not highlight every small detail of the system and that the data presented is not exhaustive.
- RDA explained that the purpose of the presentation is to present the data that was found, have a discussion about what the task force wants to better understand, and then have a conversation about what data that was not available and not presented during the meeting.
- RDA explained that the goal is to develop a data collection plan and present findings from the data gathered to better understand what racial disparities exist within the local system.
- Task Force Questions/Comments:
  - There were no questions from the task force regarding the process for the day.

V. Presentation of Juvenile Justice Process Flow and Data
- RDA presented data on 2013-14 school suspension and expulsion rates for the following school districts: Acalanes Union High, Antioch Unified, Liberty Union, Martinez Unified, Mt. Diablo Unified, Pittsburg Unified, San Ramon Valley Unified, and West Contra Costa Unified.

- RDA acknowledged that the task force is interested in school disparities, although this decision point is not a part of the juvenile justice system.
- Task Force Questions/Comments:
  - Do we have current data?
  - Do referrals to law enforcement include resource officers?
  - What constitutes a referral?
  - Want are the processes for referrals and which schools have resource officers?
  - The geographic areas of what these schools encompass would be good to know, how many high schools are in the district? How many school- aged kids attend private schools vs. private schools? Are there similar rates of police contact with private schools?
  - Also may want to consider charter schools.
  - When investigating school resource officers, what accountability do they have, who hires them?
- RDA then presented data on juvenile arrests
- Task Force Questions/Comments:
  - Was there data on detention that highlights what lead to an arrests?
- RDA presented data on referrals to court
- Task Force Questions/Comments:
  - Task force member raised a point that it may be good to have a representative who is not a voting member to be present for subject matter expertise if the task force member cannot attend
- RDA presented data on pre-adjudication detention
- Task Force Questions/Comments:
  - One member stated that it would be helpful to see the difference by race for misdemeanor and felony cases
- RDA then asked the task force members about what gaps in the data not shown and what information they want to know
- Task Force Questions/Comments:
  - Do we have information if the child is on drugs? Are they being arrested or sent to a rehabilitation center? Want to know qualitatively how the process works.
  - Do they have any discretion as to how they discern if something is a formal arrests? Does the practice of not formally filing an arrest exists? What discretion do different actors have on who gets diverted?
  - What level of filing occurs at the petition filed point? At the jurisdictional stage, it would be interesting to know the demographics of the kids have at hearing versus those that do not? Dispositional hearing, probation has a say at this point. Would be interesting to know the break down by race of probation recommendation and does the court follow them?
  - Also maybe want to know how probation makes its recommendation?

- o Would like to know the breakdown of Girls in motion on how many kids get referred.
- o Would it be possible to find out what the charges are by race? Would be interesting to know the charges of what we have, want to know if there is a disparity by race for charges filed?
- o What schools are not accepting AB166 credits and whom this is affecting?
- o It may be interesting to know how other agencies are collecting data around this so we can learn from them. What type of data are they collecting and what is available? What is the system for tracking this information?
- o We may want to dig deeper into the Cite and Release section of the process flow.
- o It would be interesting to see how much discretion is used by law enforcement to decide an outcome (arrests or cited)?
- o SRO, could they have discretion?
- o It would be good to know what departments (such as police departments) are actually diverting youth.
- o What is the MOU of this school district? Do they want police officers to help with matters that are school matters? Curious to know what the MOUs look like? What are the protocols or formal processes for how an SRO gets involved?
- o Which schools have SRO program and what year was it implemented?
- Public Questions/Comment:
  - o Is there any more data available to look further into around school discipline?
  - o Curious to know about the timing of a suspension, when does it happen?
  - o Also want to know felony arrests by gender.
  - o Would like to know the types of crimes being committed.
  - o Programs available for diversion by school district
  - o Compare poverty rates by school district.
  - o It would be helpful to compare arrests by referrals.
  - o Would like to know what the rates are for repeat offenders versus first time offenders?
  - o It would be helpful to know the percent of students with learning disabilities that are in the system and what percent were diagnosed entering the system.

VI. Conclusion and Next Steps
- RDA will organize the questions/comments made and determine what can be answered with what type of data (quantitative or qualitative).
- RDA will contact task force members and agencies to determine what data is available for analysis.
- At the next meeting, RDA will identify research questions, identify data sources, and feasibly of data collection and analysis.

- RDA will revisit discussion around mission, vision, and commitment at next meeting with task force members.
- Majority of task force members confirmed that they can meet the first Wednesday of every month at 1 pm.

Racial Justice Task Force Kickoff Meeting Minutes
Racial Justice Task Force Members
6.3.17

Member	In Attendance?
Robin Lipetzky, Public Defender	Present
Harlan Grossman, Government Alliance of Race & Equity (GARE)	Present
Dennisha Marsh, First Five CCC, City of Pittsburgh Community Advisory Council	Present
Debra Mason, Mount Diablo Unified School District (MDUSD)	Present
John Lowden, Contra Costa County Sheriff's Office	Present
Dr. Christine Gerchow, Psychologist at Juvenile Hall Martinez	Present
Stephanie Medley, RYSE & AB109 CAB	Not Present
Magda Lopez, Director of Court Programs and Services	Present
Marcus Walton, Director of Communications West Contra Costa Unified School District	Present
Pastor Donnell Jones, Richmond Ceasefire	Not Present
Todd Billeci, Chief Probation Officer	Present
Tom Kensok, Assistant District Attorney	Present
Dr. William Walker, Health Services Director	Present
Bisa French, Assistant Chief at Richmond Police Department	Present
Dr. Cardenas Shackelford	Present
Edith Fajardo, Alliance of Californians for Community Empowerment (ACCE) Institute	Not present*

*Indicates replacement may be needed

Resource Development Associates

- Roberta Chambers
- Mikaela Rabinowitz
- Ardavan Davaran
- Jasmine Laroche
- Kelechi Ubozoh

Public Attendees

- Rebecca Brown
- Tamisha Walker, Safe Return Project
- Kevin Corrigan, CAO
- Aundrea Tayln, MLK Freedom Center
- Ellen McDonnel, Public Defender's Office

Decisions made

- RDA will make edits based upon edits and feedback from the task force to the Mission, Vision, and Commitment document and the task force will vote on the document at a later date.
- RDA will speak with the project team on discussing the task force's proposed idea for engaging community members in the process.
- Task force members requested that RDA prioritize looking into arrest data further. RDA will present these findings at the next meeting.
- RDA will provide information regarding meeting place and time for all meetings this year.

Meeting Notes

I. Introductions
- RDA introduced review of April and May meeting minutes.
- Magda requested that there be a notation that she is a non-voting member. She also requested that her title be "Director of Family Programs and Probate Court Services."

II. Approval of Meeting Minutes
- Task force did not make any comments on the April and May meeting minutes.
- April minutes approved with no abstentions.
- All task force members approved the May minutes with three abstentions from Tom Kensok, Todd Billeci, and Bisa French.

III. Public Comment
- Public shared information about the Contra Costa County Lead Plus partnership.
- No other comments shared.

IV. Review of Updated Mission, Vision, and Commitment Document.
- RDA introduced the mission, vision and commitments document. RDA stated that the document was sent out in advanced and asked for any edits or comments
- Harlan requested that the last black bullet be revised in the mission and vision document.
- Robin requested that we approve the content and wordsmith offline.
- Robin recommended taking out the clause "promote equal opportunities for all people" in the mission statement.
- Dennisha would like to add language about the educational system to be included in the mission statement.
- Tom stated that we can promote topics and discussions in which the education system is involved, but it is important to know that the county does not have jurisdiction over the schools.
- Dennisha believes that there is value to including the schools into the mission statement.
- Marcus disagrees that the schools are not involved in addressing this topic.
- Debra stated that she hears Dennisha and would like to create a plan or decision that can be shared with the school district.

- Tom sits on the school board in the evenings and is aware that schools are discussing this topic.
- Dennisha believes that the school boards are "white washing" this topic.
- Robin stated that the task force can consider the role school districts play with influencing the justice system and that the task force can make recommendations to the school districts though the county does not have the authority to enforce the recommendations.
- Others agreed with this statement.
- RDA asked the task force if they would like for edits to be made and for there to be a vote on the revised document at a later date.
- Task force agreed with this decision.

V.   Discussion on Community Engagement

- RDA transitioned the discussion around the current challenges with engaging the community, and asked the task force to provide input on how they think this challenge could be addressed.
- Stephanie asked for examples of how to engage community members.
- RDA provided two broad options: 1) meet at a later time in the evening or 2) host community events throughout the county to engage community input.
- Magda suggested making the meetings available online so that the public can provide comment live during meetings.
- Dennisha would like to have community meetings held throughout different cities in the county.
- Debra agreed with Dennisha's idea.
- Tom suggested that there be some form of publicity around these events so that members of the public are informed. He also suggested engaging the schools in the meetings by possibly hosting the events at the schools.
- Public Comment:
  o   Public added that it is important to be clear around the intention of the meeting
- RDA explained that RDA will provide an update on this discussion after speaking with the project team to understand the feasibility of hosting community events.

VI.   Review of Preliminary Data Prioritization for the Juvenile Justice System

- RDA transitioned discussion on the data collection plan for the juvenile justice system.
- RDA explained that the document was organized by the questions raised during last month's review of the juvenile justice process flow. RDA first looked at decision points in the process flow and organized the table thematically and saw a theme of discretion/decision making and diversion alternatives. RDA organized the data around these themes. In addition, RDA organized the data around appropriate data sources. Finally, RDA noted the role of the county or the impact of the county at each decision point. RDA noted places where the county has influenced but not authority.
- The purpose of the document is to have a discussion around where the task force wants to prioritize efforts around data collection. RDA recommended that the task force focus

their attention on areas or decision points that the county has authority over when creating an action plan that will impact disparities.

- RDA emphasized that they are not aware of what data is and isn't available. The action plan that the task force could design a data collection plan so that they can better identify where or what disparities exists.

- Magda provided a correction to the data matrix document. The county does not have authority over the disposition decision making process.

- Bisa provided a correction to the document—SROS do not suspend or expel students.

- RDA asked the task force if they would like for RDA to rethink the recommended data collection plan.

- Stephanie asked what this would look like. She shared her concern around not considering other systems that are involved in the system.

- RDA stated that it would be good to look at what school districts are referring students to probation.

- Todd explained that the disparity may be at the referral from the school. "If the referrals coming in are disproportionate and probation isn't exacerbating the problem, then what?" He explained that they have to be willing to look at what is going on at the front end and in the system.

- Dennisha-"Are you looking at data that is acted upon or data that is coming in?"

- RDA—"I think that is based on your recommendations? There were conversations around how people move through, how do people come into probation? What actions does the county agency make?"

- RDA asked if there were any objections to focusing on places where the county has authority as a starting point for the data collection process.

- Dr. Walker—"Do you know where you can get data from where the county has influence?"

- RDA – "We don't really know just yet. Some information may come through focus groups or review of documentation."

- Robin stated that the task force can still look at what judges are doing even though they can't tell them what to do. They can have influence and invite the bench around best practices.

- Tom stated that elected officials would also want to know these things.

- Robin stated that a decision point would be whether or not we are going to look at school polices and it sounds like you all are recommending that we don't do that. I think this is a discussion we need to have.

- Debra-"It seems that we should get our head around when they get into the system, what is happening from there. It is a given when they get into the system where the disproportion happens. We can work backwards once we see why things are disproportionate in the system and maybe we can point to the fact the disparity is happening at the school level."

- John- "What is the baseline? How far back do we go?"
- Stephanie stated that at the school level it would be good to look at school arrests.
- Tom-"I think we can start at adjudication. Are we seeing difference at adjudication? Yes? Okay then look at petition filed. Do we see a difference there? Then go back to referrals. And just keep working back where there is palace where there isn't' a difference. If we work backwards we can see where disparities exists."
- Harlan-"I think it is important that disposition data is collected. How long is the juvenile a ward of the court? Those assigned to warship are assigned as far out as possible. It might be better practice to have the juvenile as wards…Secondly we really have to go back to referrals to law enforcement from the schools. It happens at intake. I don't think the DA makes a decision based upon race, I don't think judged make decisions based upon race. It really goes back to what is coming into the system and what occurs."
- RDA-"We want to make sure we have something developed that is feasible. Doing things incrementally may not allow for enough time. We may want to focus on an area given our time limit. Whether we start at one point or another."
- Tom-"I agree we should look at all data that is available. I think we also need to look at the steps. We need to look at all steps."
- Harlan—"I'm not suggesting we don't look at the DA office or the courts. You deal with what comes to you and you aren't focused on the demographics."
- Dr. Walker—"We aren't the first to look into this. Could we look at best practices that have had an impact and not start from scratch?"
- RDA—"There are a lot of jurisdictions that have done this, we can look into some examples. We can find ways this has been done. But our focus needs to be around what our focus will be."
- RDA also explained that there are established practices, but they aren't aligned with the process the task force is currently at. Part of what we want to do is identify where the disparities are and then identify the best practices. We need a starting point around where we can to focus…
- Marcus—"I don't want RDA to take this the wrong way. I have to give the data in a certain time period. School districts have data that is available. I have to ask why what kind of data is not available when the data is available. What is the goal of RDA? What do you all need from us? My question is what we are doing. The data is there. We are trying to make decision around what is important without the data. My question is what are we doing? What is the goal?"
- RDA—"We know that the data that has been asked is not available. What we need from you is what your priorities are. If we go to Todd and ask him to bring in data we need to ask the right questions."
- Marcus—"I can talk from schools that we can have the data today."
- Todd—"We can't easily pull data that is accurate all the time. We can't do real deep dives easily."

- Robin—"We aren't clear on what you are asking us."
- RDA—"This was a list of questions that you all asked and if you wanted to answer these questions here is where would need to go to answer those questions. We want your feedback on where you want us to focus."
- Robin-"We want to pull it out at law enforcement contract and not just referral to probation."
- Two task force members agreed with this statement.
- John—"At some point we have to establish questions on what data we want from each of these agencies, we have to narrow it down."
- RDA—"You adopt the county perspective as to who is referred to probation."
- John—"We have to know what agency is making contact with the juvenile. If you want to know what the street level person's contacts are then we have to go down to that level. We don't have Richmond's records."
- Robin—"It seems like we should start at law enforcement contact, I would like to take the broader perspective of looking at law enforcement across the county."
- Roberta-"So start at referral and arrests?
- All agreed with this.
- Public Comment:
  - Given that we have limited time, we are looking for a sweet spot given to access and time. Probation only knows information on what kids have been said yes to enrolling in probation. Yes, it is true that law enforcement agencies are discrete, they have to provide info to the state. You can look at aggregated data that is disaggregated by agency. We don't have anything around the role of foster care children. You don't have anything around post probation.
  - Carefully examine 420 (law?) around suspensions and expulsions.
  - Ground zero, there are some ground zero things that we should examine based upon existing laws.
- RDA-"Focus will be on referrals and arrests moving forward with the idea that we will be able to bring back data so that they can bring up conversations."
- Christine—"How will this decision influence the community's engagement?"
- RDA—"We need to have conversations with the project team. I don't think we will ask from input from the community around the data requests. We will move on the adult system."

VII.   Overview of Local Data Inventory and Adult Justice System Process Flow
- RDA introduced the adult justice system.
- Bisa asked a clarifying question about the year. RDA explained that the year of the day is from 2014.
- Public asked a clarifying question on figure 7.
- Harlan asked a question surrounding the impact of prop 47 on arrest type.

- Todd explained that the data that he sent is not of all on probation. Some are pending referrals, but it still paints the same picture
- RDA explained that there are few mandated data reporting requirements. Part of the next steps is to gather data that isn't readily available.
- Harlan—"Money bail situation, there has been the pretrial release system in the county. The validated risk assessment tool, may be heavily weighted on employment for example so it may impact someone's risk assessment."
- RDA—"Is this data that we have enough for you all? There is obviously a lot of data missing."
- RDA – "'If your goal is to come up with a plan, what are the things that you need to know to make reasonable recommendations?"
- John—"Who are blacks arrested by? Who is the arresting agency?"
- Dennisha—"I think we should start with the same point. Start with first contact the police."
- RDA—"What would you want to understand about that?"
- Dennisha—"Say a homeless person for example, are they taken into jail or taken to a service? If we figure out the first contact before they go to jail then we will know who is going to jail and who is going to other services."
- RDA—"Would it be helpful to hear what decisions police are considering or would you just be interested in straight numbers?"
- Bisa—"If we are talking about first contact, was it self-initiated or call for service? We would want to know that."
- Harlan—"It may be more important to get the data first and see what is says. If one agency is really off the charts disproportionate then we want to further inquire what is going on. Do a city level analysis?"
- Robin- "We want to know the local level population demographics. We also would want to know what training materials may exists within the agency. We already have a good roadmap for setting the adult data collection process since we have juveniles."
- Debra—"What are they being arrested for?"
- Todd—"I do believe it is important to know what is happening on the front end so that we have a better framing. We need the front end data in order to paint a full picture."
- RDA—"Is there anything else that you all have a deeper questions around?"
- Dr. Walker—"The most important thing is zip code. It is really important to have community and enforcement agency data and what those practices are."
- Bisa—"There is a lot of data that is missing. We aren't even talking about Central County where police are being called to areas where there are more people of color. When we are talking about alcohol and drugs."
- Tom—"What other resources or approaches are being used in communities? The Richmond PD has more discretion around what it brings to the DA's office compared to other agencies."

- Bisa—"Some misdemeanor cases may not come to the police office but rather the RYSE center. There is a diversion that has been created and that data is not captured. The Richmond PD does engage in diversion."
- Tom—"Maybe we want to know what internal diversion tactics are set up in different agencies? Richmond PD may make a decision to not send a case to the DA's offices because it's not worth filing while other agencies are sending to the DA and the DA is not filing."
- Harlan—"I've seen proportionality (?) around arrests. I think there is a difference between people who are arrested in the county. A potential flaw in the data."
- John—"The majority of felony arrests, burglaries, etc. are typically by people we are from Alameda county and not Contra Costa County. So the data could be flawed. I don't know if we dig deep to capture or that or do we accept it? There is going to be some level of people who are committing crimes that are not from the county."
- Public Comment
  - Pre-trial population—"Are these people under ICE? I also think we want to know average length of stay in pre-trial population. Also, different LEAs respond differently. I do think that it is important to investigate different polices of different LEAs."
- RDA—"Any additional feedback from task force?"

VIII.   Conclusion and Next Steps
- RDA will take all feedback and follow up with everyone.
- If the task force members have contacts in the police departments RDA will need support with data collection efforts.
- RDA informed the task force that they have a list of where all of the meetings will be held for the rest of this year. More information for next year will be provided as soon as possible. Reminder to the task force that they want to make an actionable plan to have impact and see the change and evaluate how these recommendations is going.
- Edits to the mission and vision document will be needed in the next two weeks from task force members.
- Todd—"Will the next meeting be consistent?"
- RDA—"It will depend on what data we get from people."
- Todd—"The more time we have to collect data the better, the sooner the better
- RDA—"This process concludes the process of thinking about what data we want and now we will gather the data that we have."

RACIAL JUSTICE TASK FORCE

July 5, 2017

Resource Development Associates

Agenda

Introductions of New Task Force Members

Approval of Meeting Minutes

Public Comment

Report Back on Community Forums

Presentation of Law Enforcement Data/Work Session

Presentation of Diversion Practices, Emerging Practices/ Work Session

Next Steps

3 Overview of the Task Force

RDA

CCC Efforts to Address Racial Disparities in Criminal Justice Systems

In 2005, Contra Costa County became one of the first five counties to receive a federal grant focused on alleviating racial disparities within the local criminal justice system.

- Contra Costa creates a working group and publishes a report addressing racial disparities within the County.

Contra Costa County Racial Justice Coalition requests the County's Board of Supervisors to address matters of bias and overrepresentation of minorities in local criminal justice system.

- 17 member Racial Justice Task Force is formed.

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Objectives of the Task Force

- According to the Board of Supervisors, the Task Force is tasked to do the following:
  - 1) Research and identify consensus measures within the County to reduce racial disparities in the criminal justice system;
  - 2) Plan and oversee implementation of the measures once identified; and
  - 3) Report back to the Board of Supervisors on progress made toward reducing racial disparities within the criminal justice system.

Roles and Responsibilities

- **Task Force Members**
  - Have respectful and difficult conversations about race, racism, and racial disparities in the justice system.
  - Develop and guide implementation of **strategies and recommendations**
  - Advise Board of Supervisors on how to reduce racial and ethnic disparities in the County's criminal justice system
- **County Project Team**
  - Provide staff support to the Task Force
- **RDA**
  - Provide facilitation and data analysis support to the Task Force to inform and advance their work
- **Board of Supervisors**
  - Consider and approve the Task Force's plan and implementation

Main Concerns

□ When Task Force members were asked about what concerns they had, many shared their reservations around individual's <u>commitment to the work</u> and the <u>level of difficulty with discussing a sensitive topic</u>.

"How are (we) going to make sure dialogue isn't shut down?"

"It's not always a comfortable topic for people to talk about…"

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Desired Goal for Task Force

☐ When Task Force members were asked what they hope the task force will achieve, majority identified a need for an <u>actionable implementation plan</u>.

"I think the task force should be able to identify and define specific action items, and identify different recommendations for each department."

"Recently, there was a moratorium on fees for families whose children are in juvenile hall. I hope we do things like that."

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Today's Objectives

- Review local law enforcement data
    - Entryway to criminal justice system
    - Builds on juvenile and adult data reviewed previously
- Examine racial/ethnic disparities in larger system based on geography, economics, and population density across CCC
- Review what other communities have done to address similar disparities (emerging practices)
- Consider implications for CCC

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Big Picture/Little Picture

RJTF Planning Activities and Timeline

Project Launch
- Task Force Interviews
- Review Juvenile and Adult system process flow
- Determine data gaps and needs

Assessment
- Review local data to develop a deeper understanding of the dynamics of the disparities in CC's justice systems

Plan Development
- Develop Strategies/ Recommendations
- Refine and Prioritize Recommendations
- **Report back to the community***
- Validate and confirm action plan

Implementation and Evaluation
- Engage in ongoing implementation and evaluation too ensure that the plan is achieving desire results

| April- June | In Progress | October | In Progress |

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Meetings 4-6 (In Progress)

- Review local data around the Task Force priority rea (e.g. law enforcement)

- Discuss emerging practices for policing

- Break out and work

- Report back and discuss preliminary recommendations

Data Updates

Data Requested from the Following Departments	Data Received	Data Not Yet Received
Sherriff's Office	Arrest Data No Diversion Program	Custody Data
Richmond PD	Diversion Program KII Juvenile Arrest Data	Adult Arrest Data Diversion Data
Pittsburg PD	Diversion Program KII	Arrest Data Diversion Data Diversion Program KII
Concord PD		
Antioch PD	Diversion Program KII Arrest Data* Diversion Data*	

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14 Local Law Enforcement Data

15 Emerging Practices

Emerging Practices

- President Barack Obama's 21st Century Task Force identified six main topics to address police and community relations.

- RDA has identified three of the six main topics as potential practices for local law enforcement agencies to address racial disparities:
  - 1) Build trust and legitimacy;
  - 2) Design and implement agency policies; and
  - 3) Adopt community policing strategies.

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17 Building Trust and Legitimacy

Building Trust and Legitimacy

- Research and practice has shown that people are more likely to obey the law when they believe that those enforcing it have legitimate authority.

- Research consistently shows that communities of color are more likely than whites to view law enforcement with distrust.
  - Communities of color frequently report that police disproportionately single them out because of their race or ethnicity.

- **How can law enforcement agencies build trust and legitimacy?**

Establish a Culture of Transparency

☐ **How:** Make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime, and other law enforcement data aggregated by demographics.

☐ **Example:**

- ☐ Computer Modeling System (New York Police Department)

- ☐ Publically available police data (Oakland Police Department and Brentwood Police Department)

Example: Computer Modeling System

☐ NYPD's COMPSTAT is a computer modeling system that combines electronic maps with records.

☐ The system tracks data by the "week to date," "28 day," and "year to date" across crimes committed within the year and the year prior.

☐ The data is not disaggregated by race, but authors of the Sentencing Project recommend this so that police agencies develop early, data driven warning systems in which a predetermined number of or type of complaints of alleged misconduct would trigger an internal investigation.
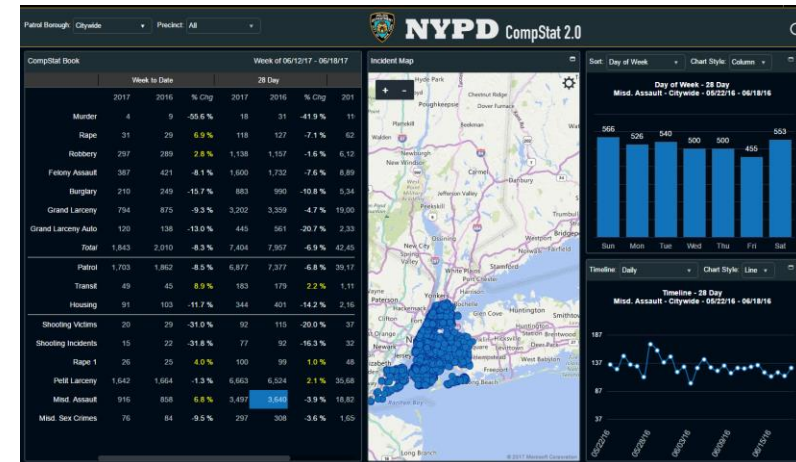
Example: Public Police Data

- Oakland Police Department makes the following select police data public:
  - Stop Data Reports
  - Use of Force Information
  - Calls for Service
  - Shot Spotter
  - Crime Statistics
- However, this data is not disaggregated by demographics.

Example: Public Police Data

Brentwood Police Department releases up to date arrest data including the race of the arrestee.

Apply Principles of Procedural Justice

- **How:** Law enforcement agencies adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with rank and file officers and with the citizens they serve.

- **Example:**
  - One-day training (El Cerrito Police Department and Richmond Police Department)
  - On-going trainings (Chicago Police Department and Oakland Police Department)

Example: One-day Training

- In November 2015, El Cerrito PD and Richmond PD, along with other CA police departments, participated in the Principled Policing program.

- The one-day training unpacked the concept of procedural justice and how it strengthens relationship of trust between police and communities, and to present the concept of implicit bias.

- Evaluation of the training demonstrated the following select results:
  - Police executives found the training effective in advancing their knowledge of procedural justice and implicit bias;
  - Police executives believed the training could help increase trust and decrease tension; and
  - The training increased confidence among police executives that better police-community relations are possible.

Example: On-going Trainings

- In August 2011, Chicago Police Department Superintendent Garry McCarthy and researchers at Yale University designed a legitimacy and procedural justice training.

- The training consisted of an eight-hour course with five team-taught modules designed to facilitate participation and discussion.

- **Curriculum:**
  - Defines police legitimacy and procedural justice.
  - Helps officers understand how these concepts benefit them and support their good police work.
  - Shows that the relationship police have with communities they serve is important and that meeting shared expectations requires working together.
  - Explores the impact of officer cynicism on their interactions with the public.
  - Explains how community members' assessment of police is influenced by how they're treated, regardless of the end result.
  - Discusses police treatment of minorities in the US and abroad, highlighting the enduring impact of policing under Jim Crow laws and during the Civil Rights movement.
  - Employs the concept of a "community bank account" in which every interaction is either a deposit or a withdrawal.

- **Implementation:**
  - The majority of the department was trained in less than a year and in just 20 months CPD trained more than 9,000 sworn personnel.

Example: On-going Trainings

☐ Oakland Police Department adapted Chicago's legitimacy and procedural justice training to include community members in the design and delivery of the training.

☐ By the end of 2014, 55% of the department's sworn personnel had received the training and dispatchers, crime scene technicians, and neighborhood service coordinators are attending the training alongside sworn personnel.

☐ The training is consistently rated "Excellent" (60%) or "Very Good" (27%) and 98% rate it "Excellent," "Very Good," or "Good."

Track and Analyze Level of Community Trust

- **How:** Develop survey tools and publish results to public.

- **Example:** Community Surveys (Geddes New York Police Department)

Example: Community Surveys

☐ Geddes Police Department developed a community survey to assess the public's perception of the department and promote opportunities for improving community relations.

2007 Community Satisfaction Survey
Town of Geddes Police Department

1. How satisfied are you with the visibility of the Town of Geddes Police Department?
Very Dissatisfied   Dissatisfied   Neutral   Satisfied   Very Satisfied   DK

2. How satisfied are you with how professional the officers act?
Very Dissatisfied   Dissatisfied   Neutral   Satisfied   Very Satisfied   DK

3. How satisfied are you with the competency of the officers?
Very Dissatisfied   Dissatisfied   Neutral   Satisfied   Very Satisfied   DK

4. How satisfied are you with the courtesy of the officers?
Very Dissatisfied   Dissatisfied   Neutral   Satisfied   Very Satisfied   DK

5. How satisfied are you with the appearance of the officers?
Very Dissatisfied   Dissatisfied   Neutral   Satisfied   Very Satisfied   DK

6. How safe do you feel walking alone in your neighborhood at night?
Very Unsafe   Unsafe   Neutral   Safe   Very Safe   DK

7. How safe do you feel in your home?
Very Unsafe   Unsafe   Neutral   Safe   Very Safe   DK

8. Is the police presence adequate in your neighborhood?
Yes   No   DK

9. Is the traffic enforcement adequate in the Town of Geddes?
Yes   No   DK

10. Have you ever been a victim of a crime in the Town of Geddes?
Yes   No   DK

11. What do you like best about the Police Department?

_____   NA

12. How would you improve the Police Department?

_____   NA

13. How do you feel the Geddes Police Department has changed over the past four years?
Much Worse   Worse   Same   Improved   Much Improved   Didn't live here   DK

Sex: Male or Female   (Circle One)
Age: 18-24   25-34   35-44 45-54   55-64   65+   (Circle One)

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29 Agency Policies

Agency Policies

- According to President Obama's 21 Century Task Force, designing and implementing agency policies that are reflective of community values is key to improving trust.

- Data collection, supervision, and accountability are also a part of a comprehensive systematic approach to keeping everyone safe and protecting the rights of all involved during police encounters.

- **How can law enforcement agencies design and implement agency polices that don't result in disparate impacts on communities of color?**

1) Collect Data

- **How:** Collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests). This data should be disaggregated by school and non-school contacts.

- **Example:**

  - Police stop data includes race (San Diego Police Department and New Jersey Police Department)

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Example: Police Stop Data Includes Race

□ Officials in San Diego and New Jersey now require that race and ethnicity of all persons stopped by police be recorded, along with other information that is routinely collected.

2) Develop Internal Department Policies

☐ **How:** Implement monitoring and accountability mechanisms within the department.

   ☐ **Example:** Internal monitoring systems (New York Police Department and Richmond Police Department)

Example: Internal Monitoring Systems

- In 1994, two police precincts in heavily minority neighborhoods in the Bronx, New York showed an overall decrease in citizen complaints during a time when the incidence of crime was reduced.

- Researchers found that the most likely explanation for the decline in citizen complaints against the police was the implementation of departmental policies.

- Policies comprised of:
    - A department-wide training reinforced with training within precincts;
    - Precinct commanders administered departmental monitoring programs for recidivist officers with zeal, attaching real consequences to the receipt of civilian complaints; and
    - Paired young officers displaying attitude problems with more experienced officers.

Example: Internal Monitoring Systems

- Richmond PD recently established the Office of Professional Accountability (OPA), an independent office within the police department, that evaluates and reviews how to respond to public or internal complaints of misconduct.

- A civilian manager oversees all functions of the OPA, including police internal investigations.

3) Require Consent Before Search

- **How:** Implement department wide policies that require officers to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances.

    - **Example:** Permission to Search Form (San Francisco Police Department)

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Example: Permission to Search Form

- In April 2017, San Francisco Police Department released a department bulletin providing guidance to members conducting investigations of a suspect's residence or domicile to conduct a consent search of the location.

  - The Department recognizes that extraordinary circumstances may arise and that these cases will be reviewed on a case-by-case scenario.

  - Consent forms are available in different languages.

San Francisco Police Department
1245 3rd Street
San Francisco, CA 94158-2102

PERMISSION TO SEARCH

I hereby authorize _____

                              Name   Title

and others that he/she may designate to assist him/her, to search the following:

1. My *residence(s), located at: _____
   _____
   _____

   *Note any part of the residence for which you do not have access.

2. My vehicle(s): (year)_____; (make) _____; (color) _____

   License plate or VIN #: _____
   Located at: _____

3. Other property: (describe)
   _____

I further authorize said officers to remove from my residence, motor vehicle, and/or property, whatever documents or items of property they deem relevant to their investigation, with the understanding that said officers will give me a receipt for whatever is removed.

I am giving this written permission to these officers freely and voluntarily, without any threats or promises having been made.

_____
Signature of Person Giving Permission to Search

_____
Signature of Person Giving Permission to Search

_____
Printed name of person giving permission to search

_____
Printed name and signature of witness

Incident Report # _____

Names of all officers present:
_____
_____
_____
_____
_____

_____
Date and Time of Authorization

SFPD 468 (Rev. 04/17)

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4) Provide Information in Writing to Individuals Who Have Been Stopped

- **How:** Police officers carry business cards containing their name, rank, command and contact information that would enable individuals to offer suggestions or commendations or to file complaints with the appropriate individual, office, or board.

- **Example:** No publically available example.

39

Community Policing

Community Policing

- Community policing is a philosophy that promotes organization strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues, such as crime, social disorder, and fear of crime.

- Mutual trust and cooperation are two key elements of community policing.

- It combines a focus on intervention and prevention through problem solving with collaborative partnerships between law enforcement agencies, schools, social services, and other stakeholders.

- Research has shown across different ethnic groups and communities, that departments that practice these principles see increased support, cooperation, and compliance with law.

- **How can law enforcement agencies implement community policing strategies?**

Integrate Community Policing Throughout the Culture and Organizational Structure

- **How:** A) Evaluate officers on their efforts to engage members of the community and the partnerships they build. This can be a part of the performance evaluation process.
  - **Example:** No publically available example.
- **How:** B) Partner with community based organizations to improve community outreach efforts.
  - **Example:** Community Outreach Program (Austin Texas Police Department)

Example: Community Outreach Program

- ☐ The International Association of Chiefs of Police (IACP) identified the Austin Texas Police Department's African American Outreach program as program that exemplifies "policing for progress."

- ☐ The programs purpose is to improve relationships with the African-American community.

  - ◻ Officers are assigned as community liaisons to participate in community programs and events.

  - ◻ The liaison links the African American community to the Austin Police Department, and schools, businesses, and churches, by providing referrals to other agencies or health and human services.

  - ◻ Liaisons participate in neighborhood meetings; speak to citizens regarding crime and provide crime prevention resources.

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Engage in Community Team Approaches for Responding to Crisis Situations

- **How:** A) Partner and train community based stakeholders to support police during a crisis to prevent escalation.
  - **Example:** Ministers Against Crime (Fort Worth Texas Police Department)
- **How:** B) Crisis Intervention Team program
  - **Example:** Crisis Intervention Team (Oakland Police Department)

Example: Ministers Against Crime

- Similar to Austin PD, IACF identified Fort Worth Texas PD's Ministers Against Crime (MAC) program as exemplifying "policing progress."

- MAC is a 12-week police academy that trains ministerial volunteers from "inner city neighborhoods" and provides detailed overview of the investigation of offenses and the preservation of crime scenes.

- Following graduation from the academy, ministers are given identification cards, portable radios, and distinct clothing to identify their relationship to law enforcement.

- Ministers serve as an ally to the police during a crisis to prevent escalation and provide support to victims where a minister is requested or needed.

Example: Crisis Intervention Team

- The Crisis Intervention Team (CIT) program is a model for community policing that brings together law enforcement, mental health providers, and other stakeholders to improve responses to people in crisis.

- CIT provides officers with 40 hours of intensive trainings including the following select components:
    - Learning from mental health professionals;
    - Verbal de-escalation skills; and
    - Scenario-based training on responding to crises.

- Oakland PD and the Alameda County Behavioral Health Care Services have designed the OPD's CIT program.
    - The program continues to be used today, and as of February 2011 OPD has a full-time, sworn, Mental Health Liaison position to coordinate the CIT courses.

Contact Us!

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RDA

THANK YOU!

Contra Costa County

Total Population: 1,081,232

Adult Arrests

- ■ Black
- ■ Hispanic
- ■ Other
- ■ White

Age Distribution

Juvenile 24%

Adult 76%

Race Distribution

Black 9%

Hispanic 25%

Other 20%

White 46%
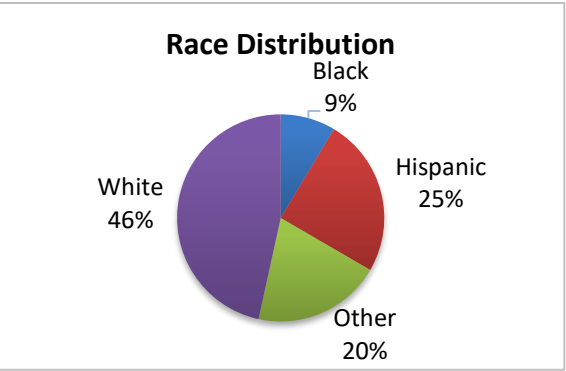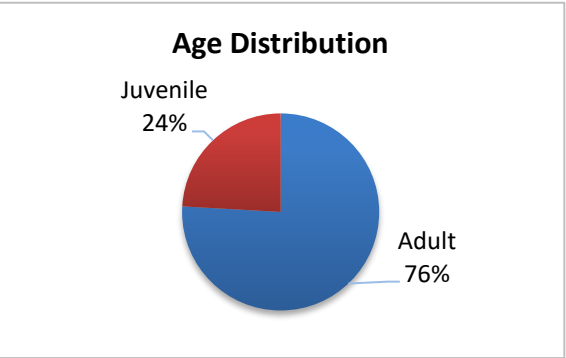
Figure 2: White adults are arrested at a higher frequency for both felony and misdemeanor offenses.
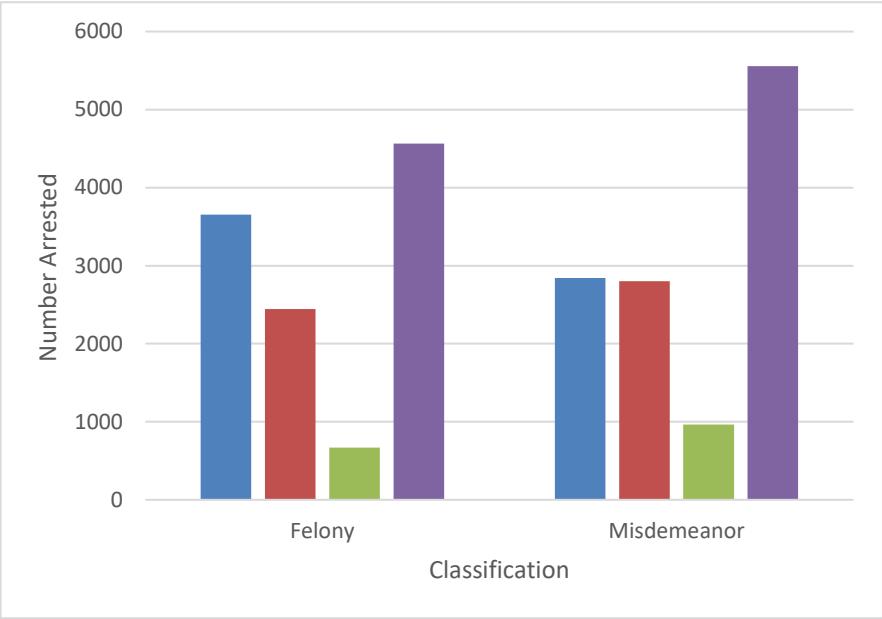
Figure 1: White adults are arrested at a substantially higher frequency for drug and other offenses. Black and White adults are arrested at a similar frequency for violent and property offenses.
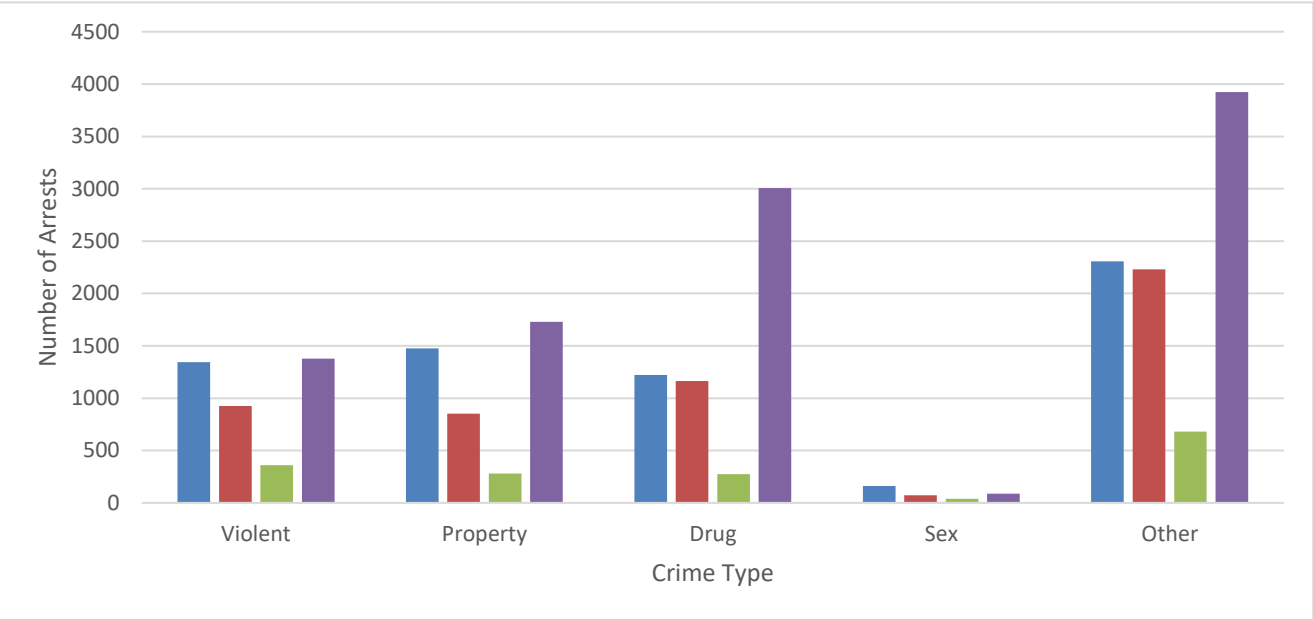
Figure 3: Black adults are arrested at a higher rate for misdemeanor offenses and a substantially higher rate for felony offenses.
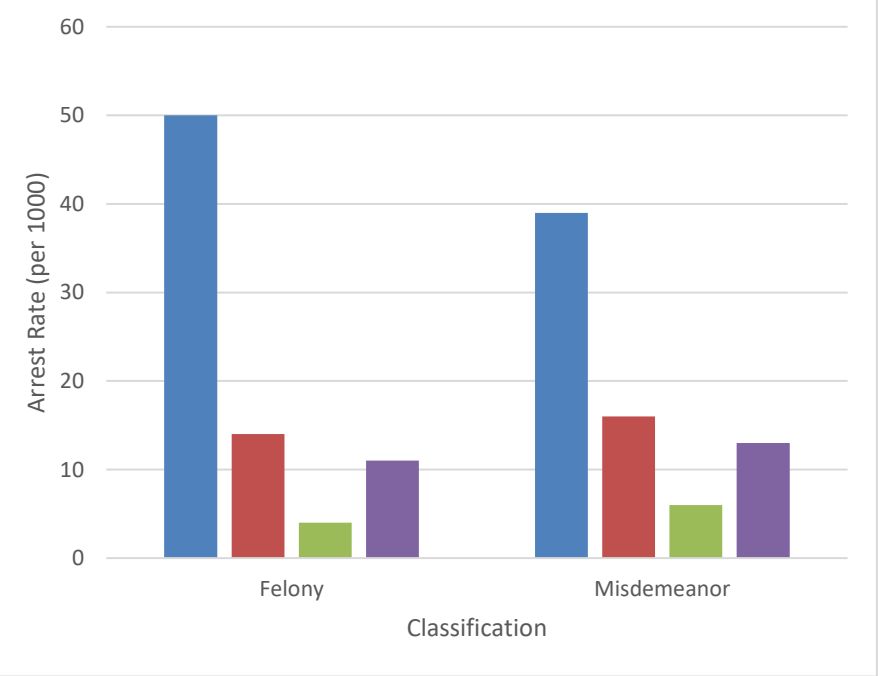
Figure 4: Black adults are arrested at substantially higher rates across all criminal offense types.
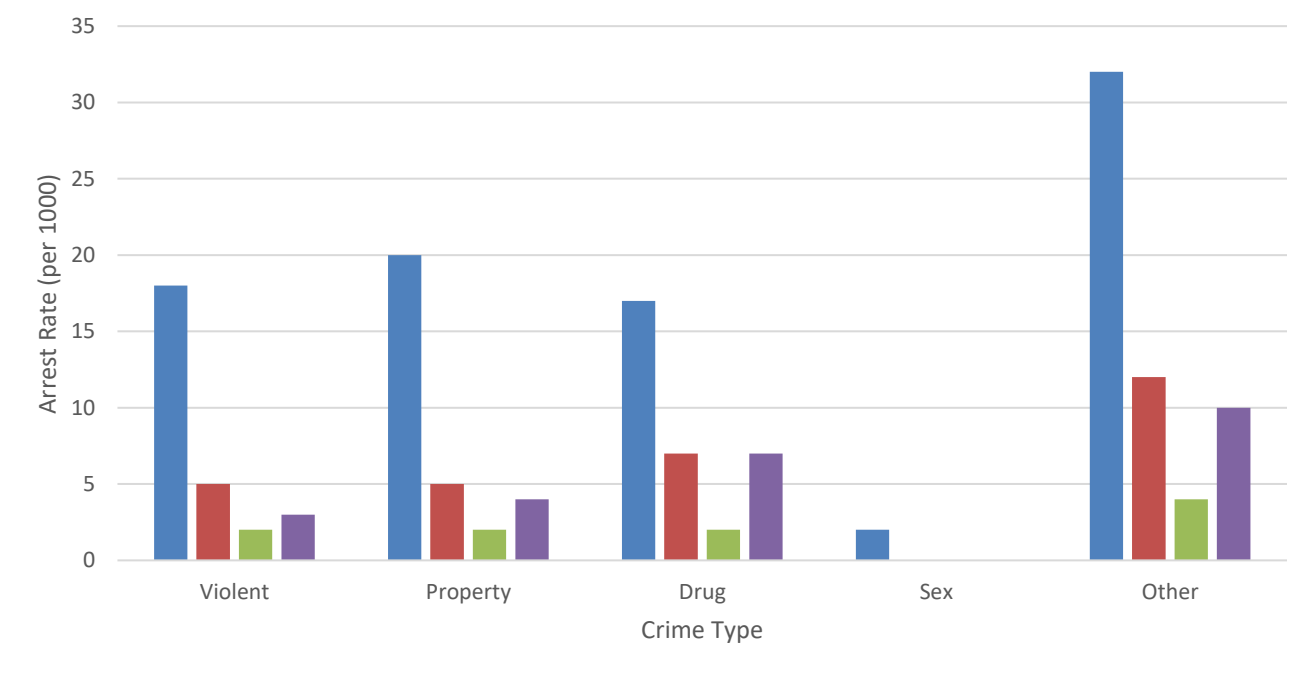
Contra Costa County

Total Population: 1,081,232

Juvenile Arrests
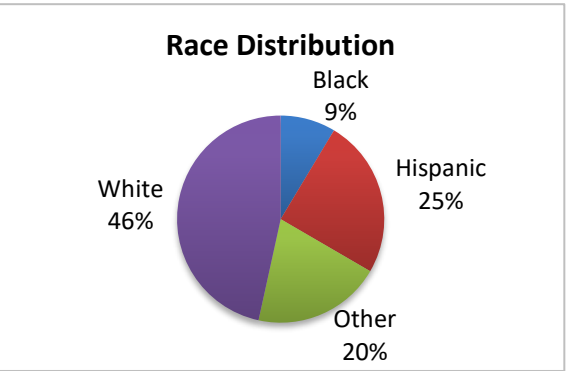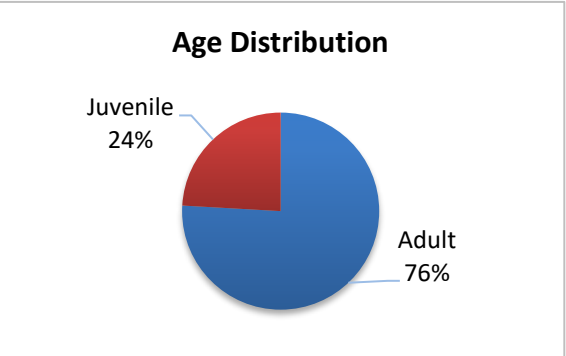
- ■ Black
- ■ Hispanic
- ■ Other
- ■ White

Age Distribution

Juvenile 24%

Adult 76%

Race Distribution

Black 9%

Hispanic 25%

Other 20%

White 46%
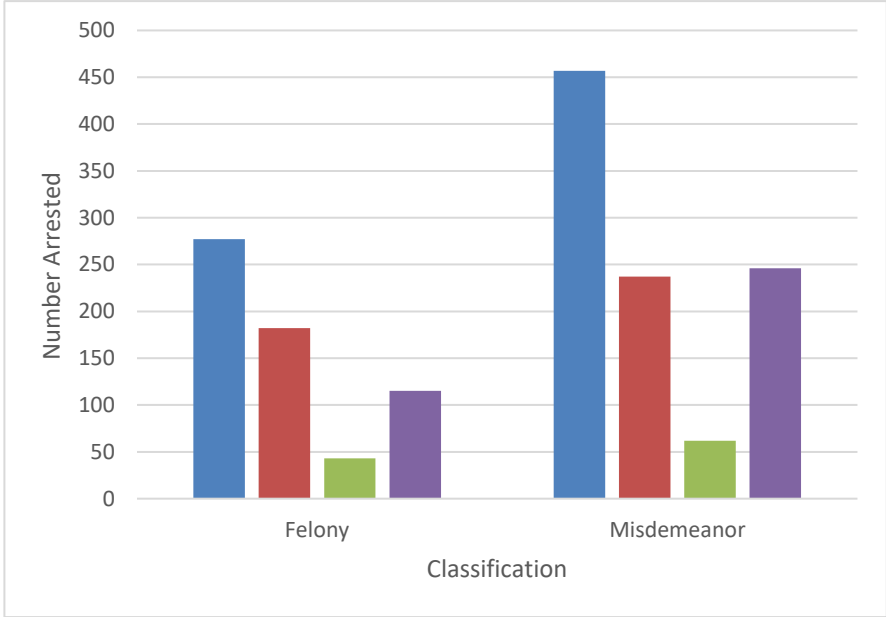
Figure 5: Black youth are arrested more frequently for both felony and misdemeanor offenses.
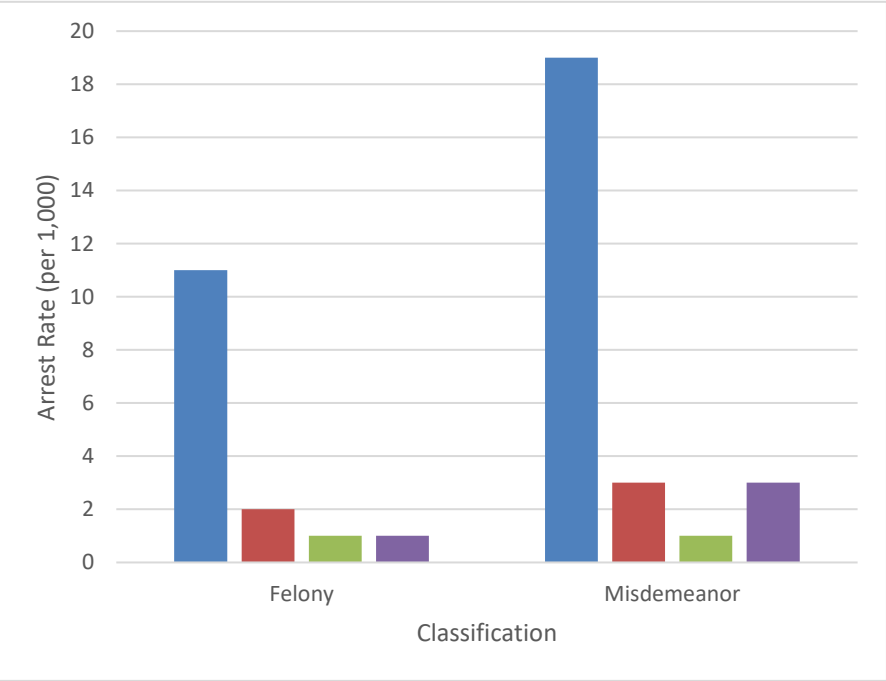
Figure 6: Black youth are arrested more frequently for violent, property, and other offenses. Hispanic, White, and Black youth are arrested at a similar frequency for drug offenses.
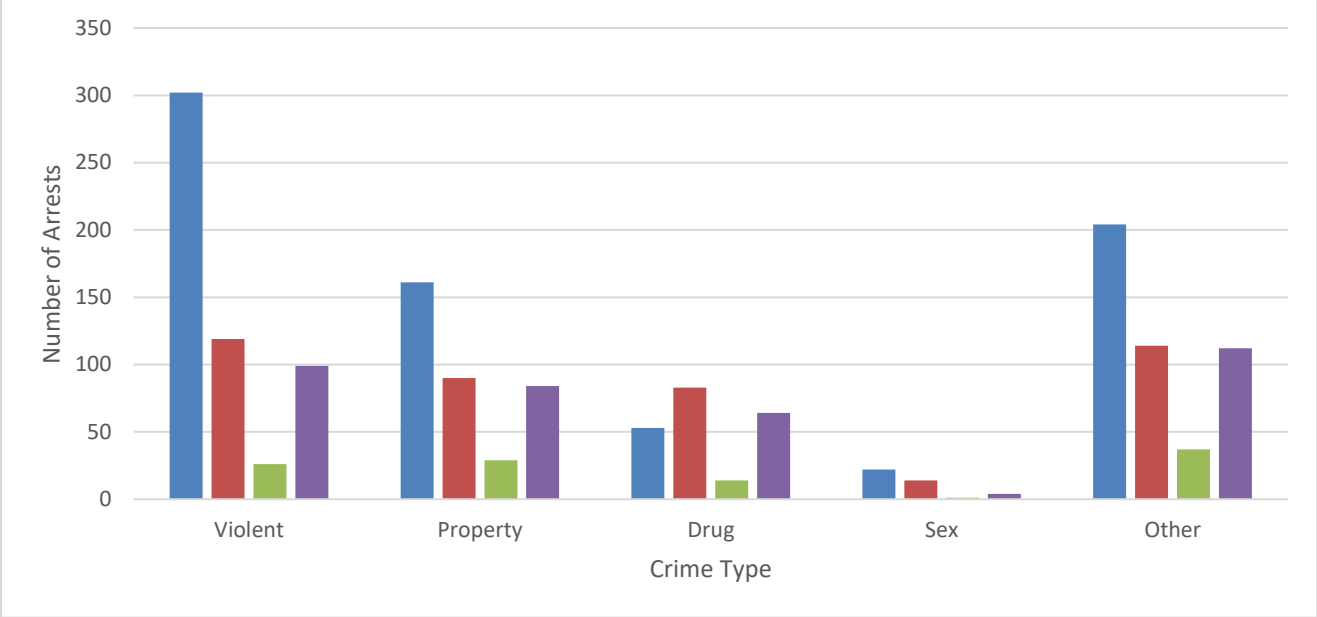
Figure 7: Black youth are arrested at a substantially higher rate for both felony and misdemeanor offenses.

Figure 8: Black youth are arrested at a substantially higher rate for violent, property, and other offenses, and at a higher rate for drug and sex offenses as well.
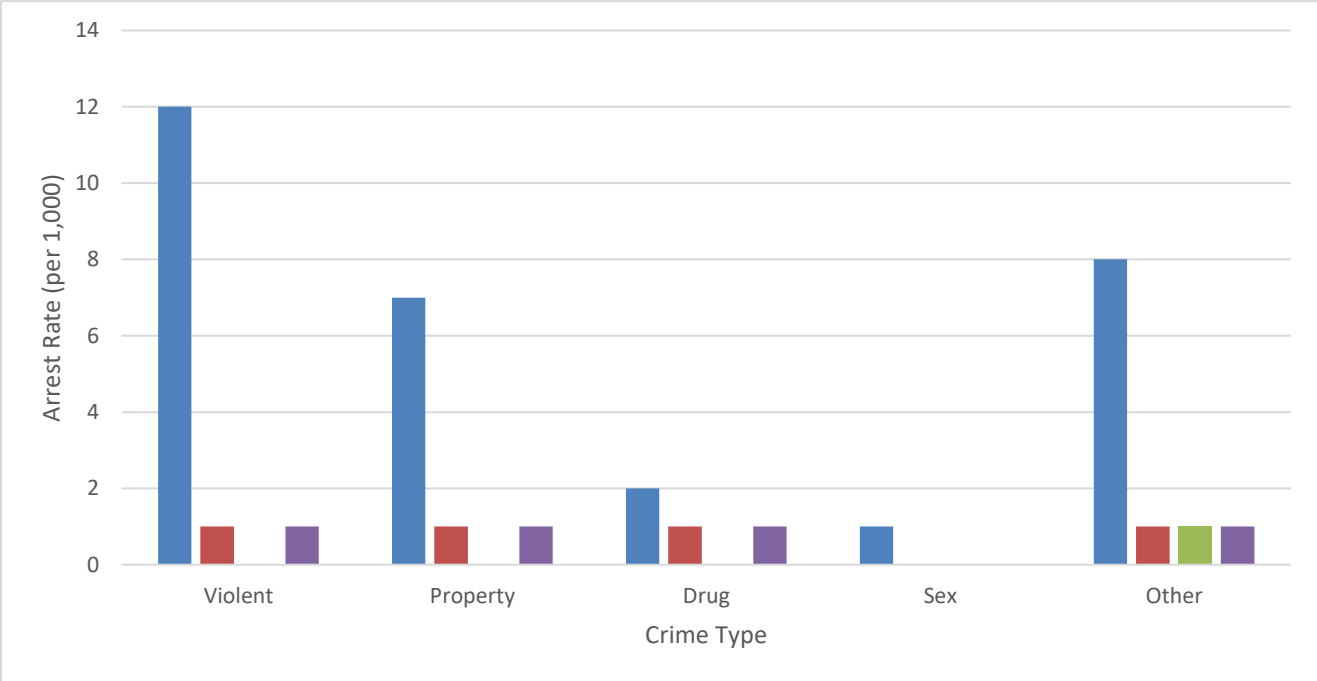
Antioch City

Total Population: 105,630

Adult Arrests

- ■ Black
- ■ Hispanic
- ■ Other
- ■ White

Age Distribution

Juvenile
27%

Adult
73%

Race Distribution

Black
17%

White
32%

Hispanic
34%

Other
17%
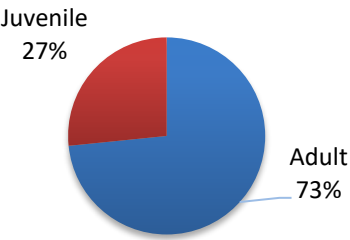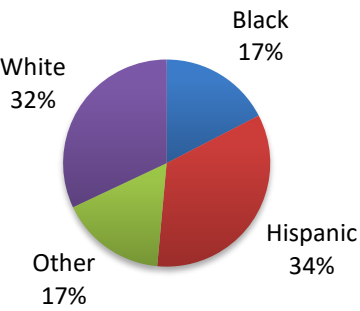
Figure 2: Black and White adults are arrested at a similarly high frequency for both felony and misdemeanor offenses.
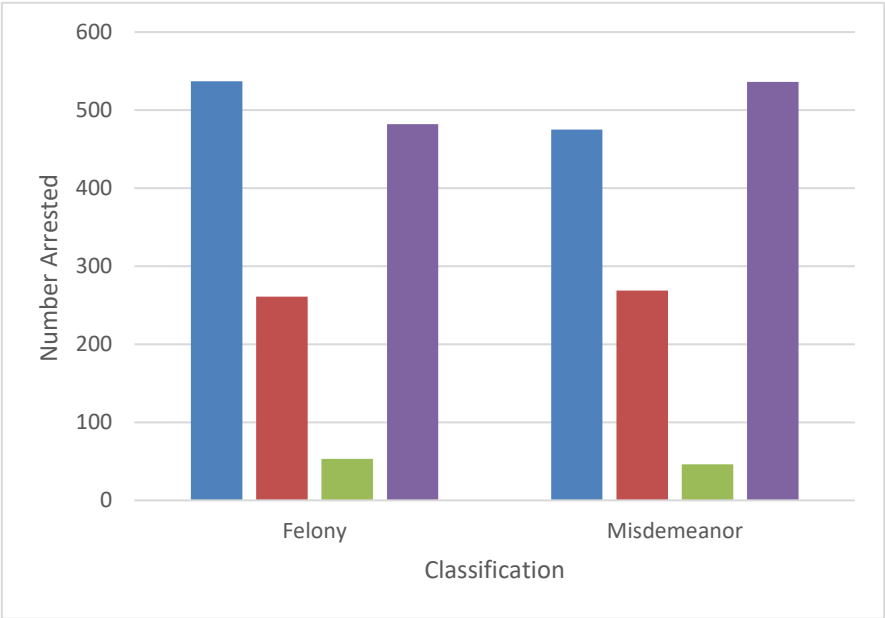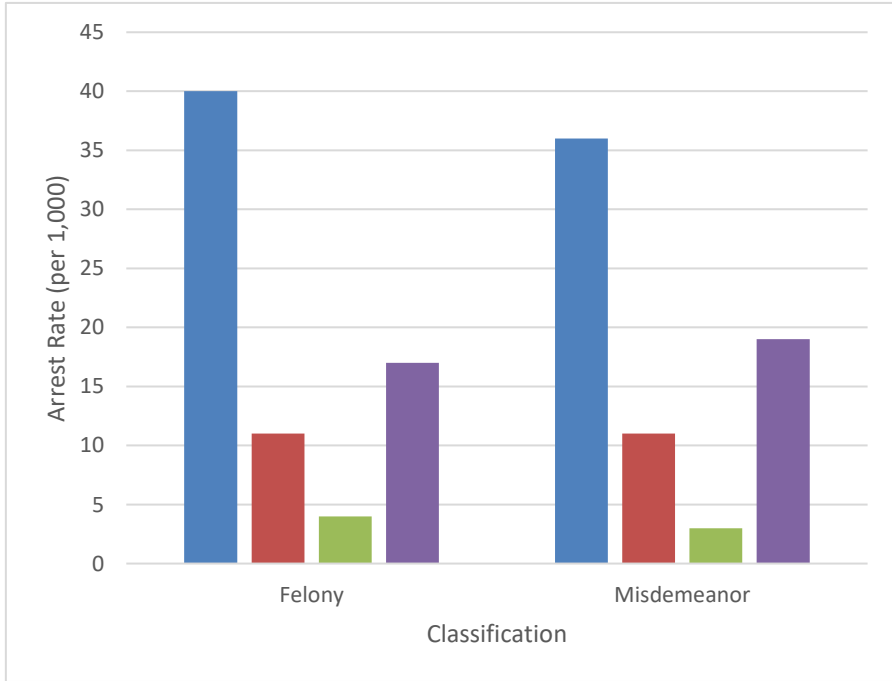
Figure 1: Black adults are arrested more frequently for violent offenses. White adults are arrested more frequently for property, drug, and other offenses.

Figure 3: Black adults are arrested at a higher rate for both felony and misdemeanor offenses.
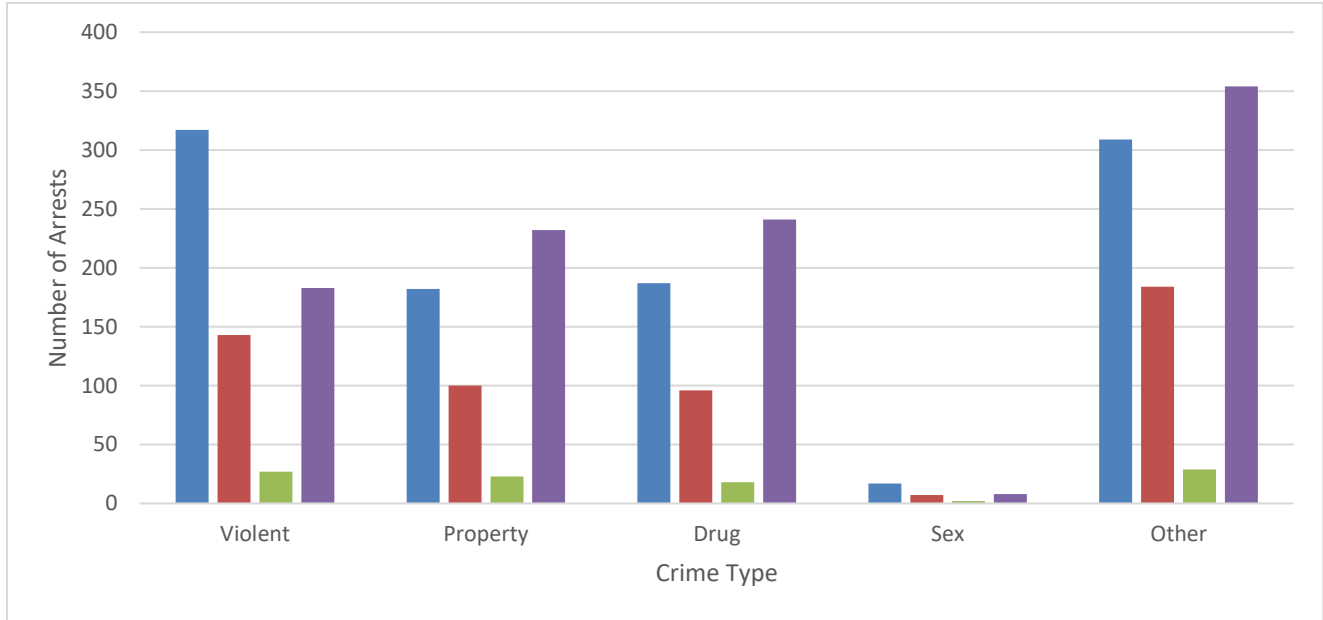
Figure 4: Black adults are arrested at a higher rate for property and drug offenses and a substantially higher rate for violent and other offenses.
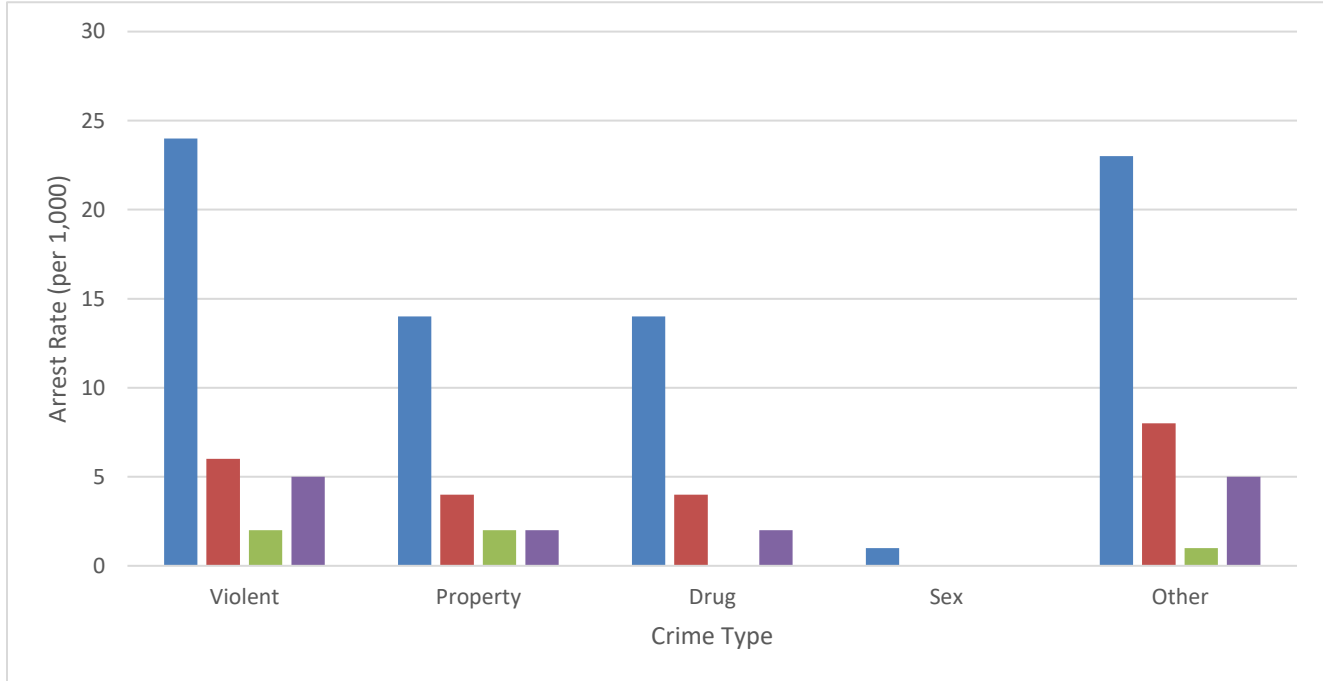
Antioch City

Total Population: 105,630

Juvenile Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 27%

Adult 73%

Race Distribution

Black 17%

White 32%

Hispanic 34%

Other 17%
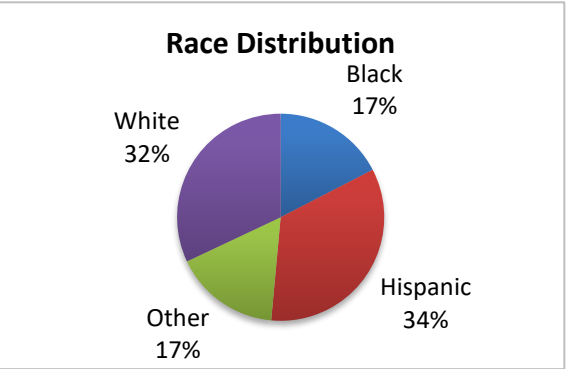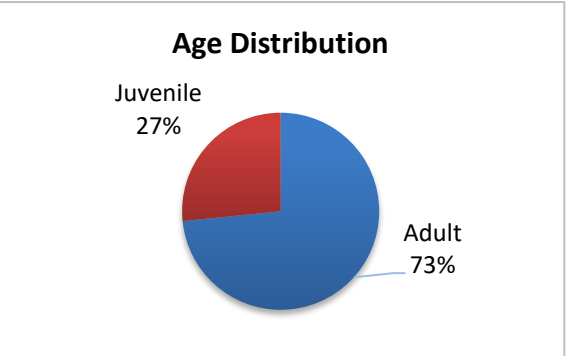
Figure 5: Black youth are arrested at a higher frequency for felony offenses and a substantially higher frequency for misdemeanor offenses.
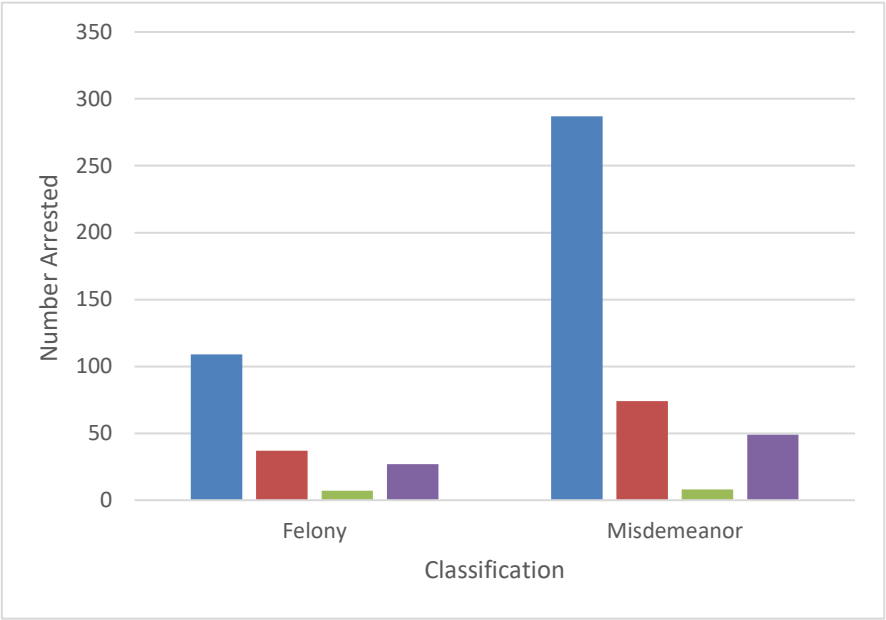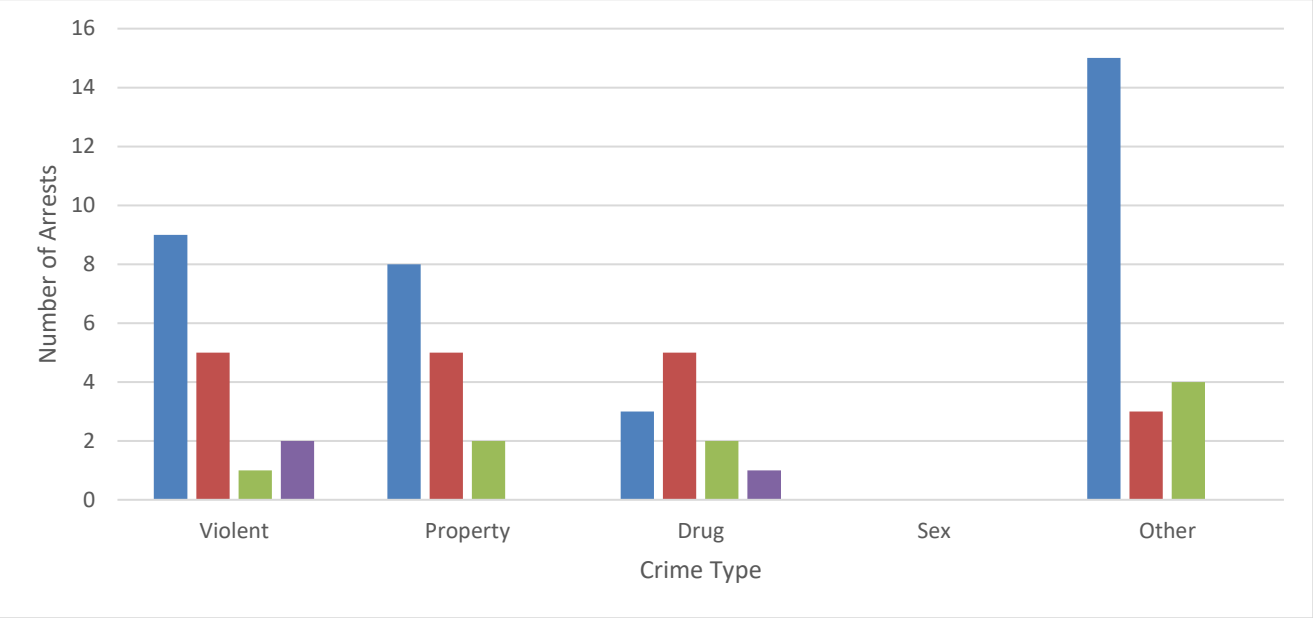

Figure 6: Black youth are arrested at a substantially higher frequency for violent, property, and other offenses. Black and Hispanic youth are arrested at a similar frequency for drug and sex offenses.
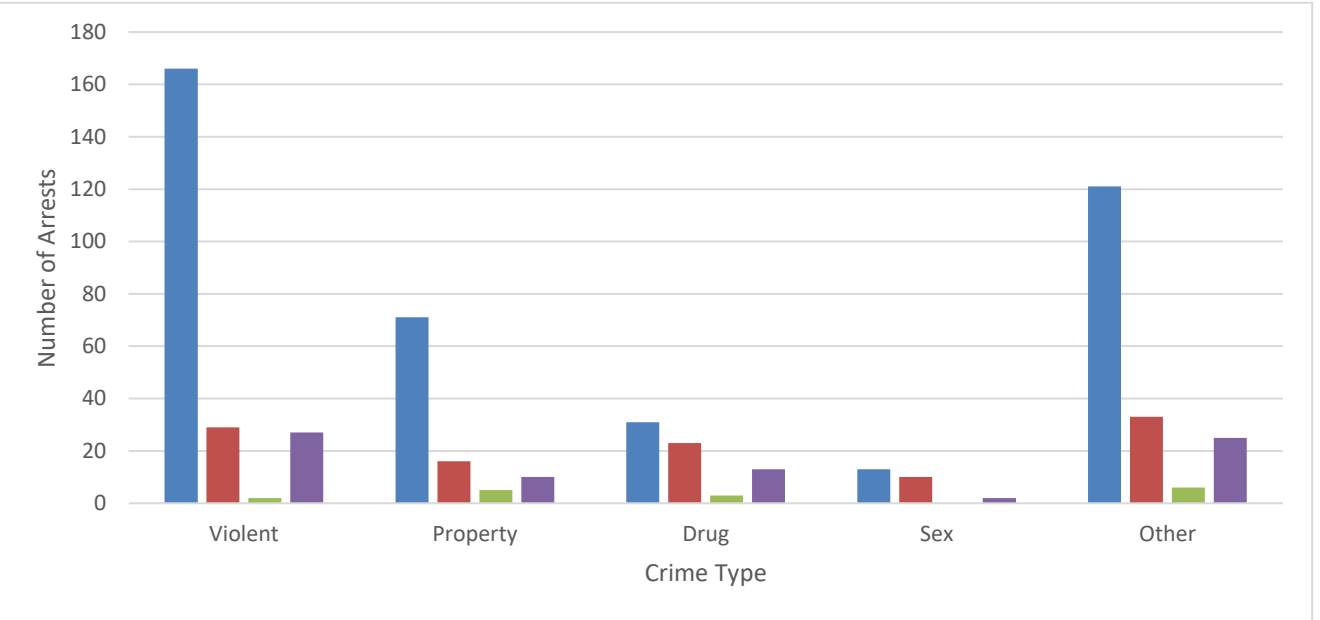
Figure 7: Black youth arrested at a substantially higher rate for both felony and misdemeanor offenses.
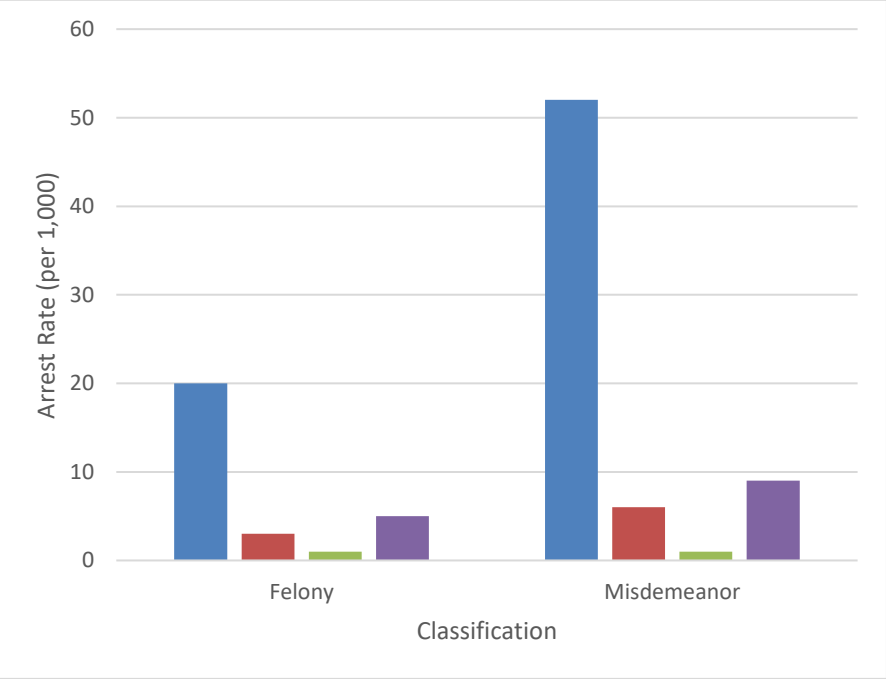
Figure 8: Black youth are arrested at higher rate for drug offenses and a substantially higher rate for violent, property, and other offenses. Black and Hispanic youth are arrested at a similar rate for sex offenses.
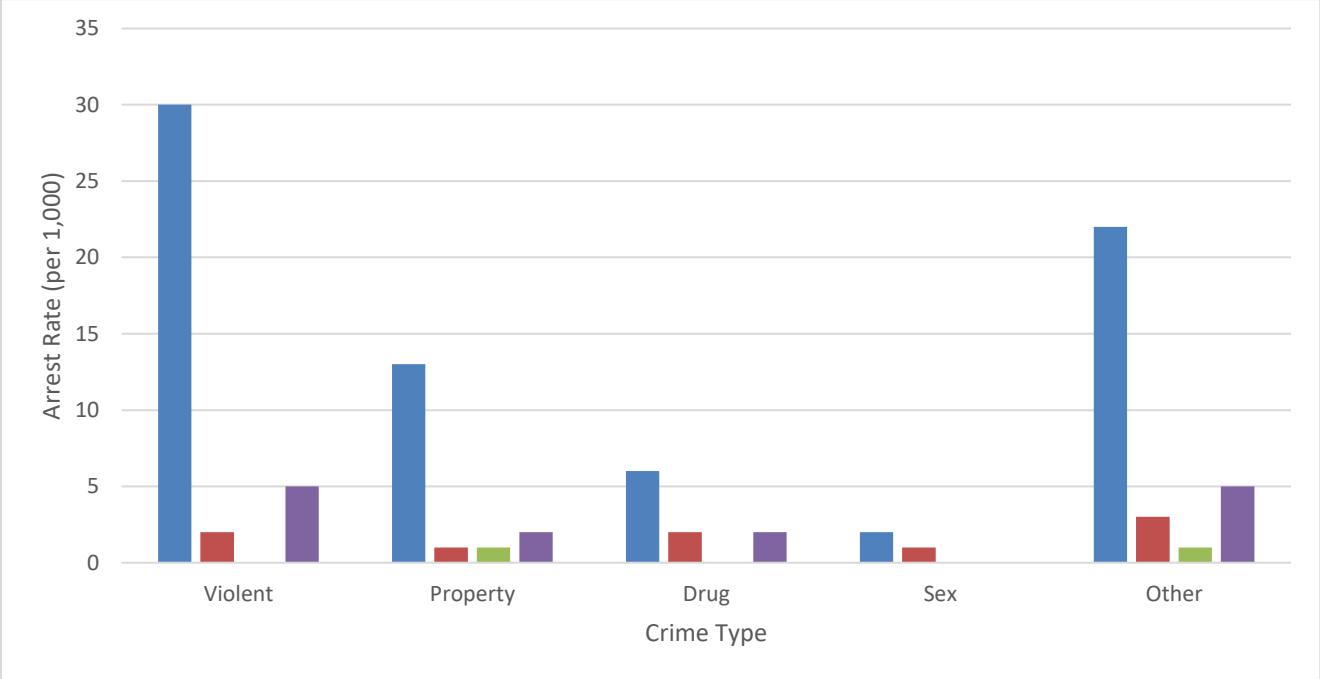
Concord City

Total Population: 125,017

Adult Arrests

- ■ Black
- ■ Hispanic
- ■ Other
- ■ White
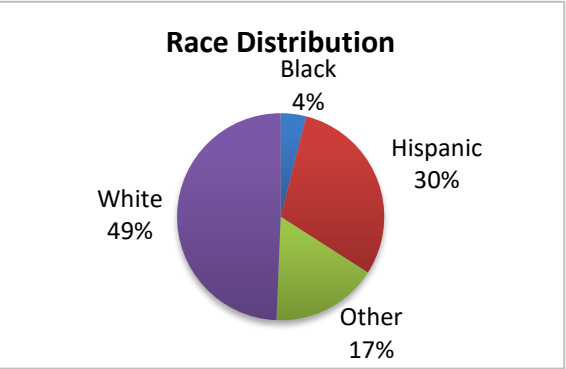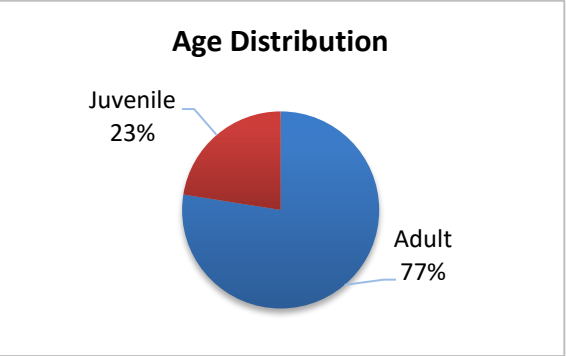
Age Distribution

Juvenile 23%
Adult 77%

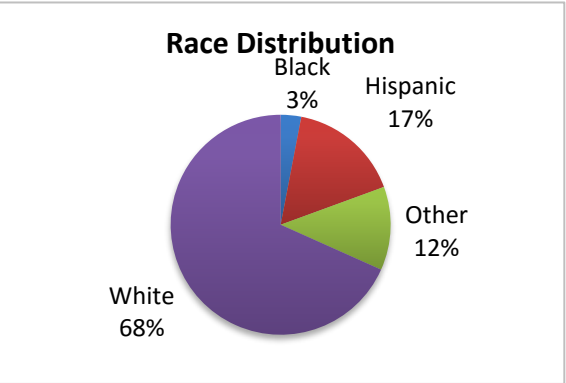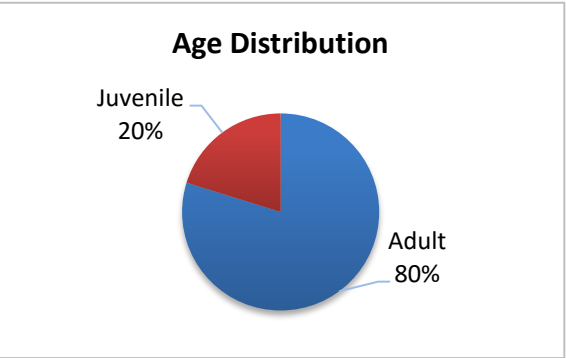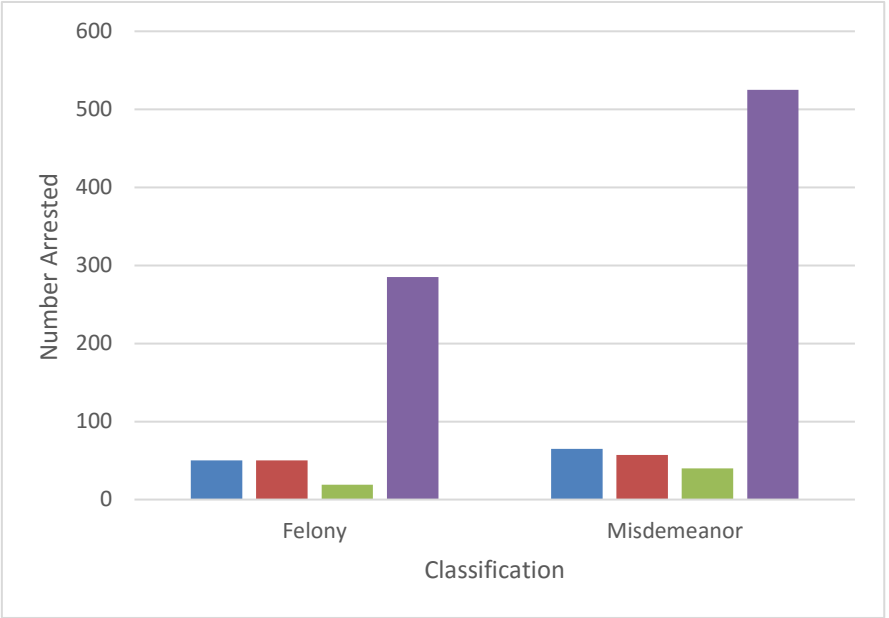**Race Distribution**

Black 4%
Hispanic 30%
White 49%
Other 17%

Figure 1: White adults are arrested more frequently for both felony and misdemeanor offenses.
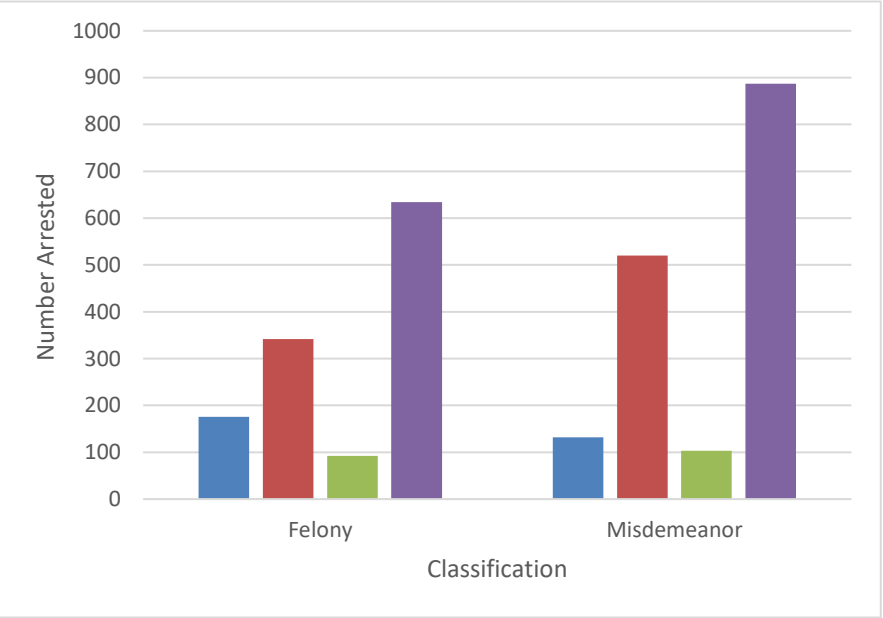
Figure 2: White adults are arrested more frequently for property, drug, and other offenses. White and Hispanic adults are arrested at a similar rate for violent offenses.
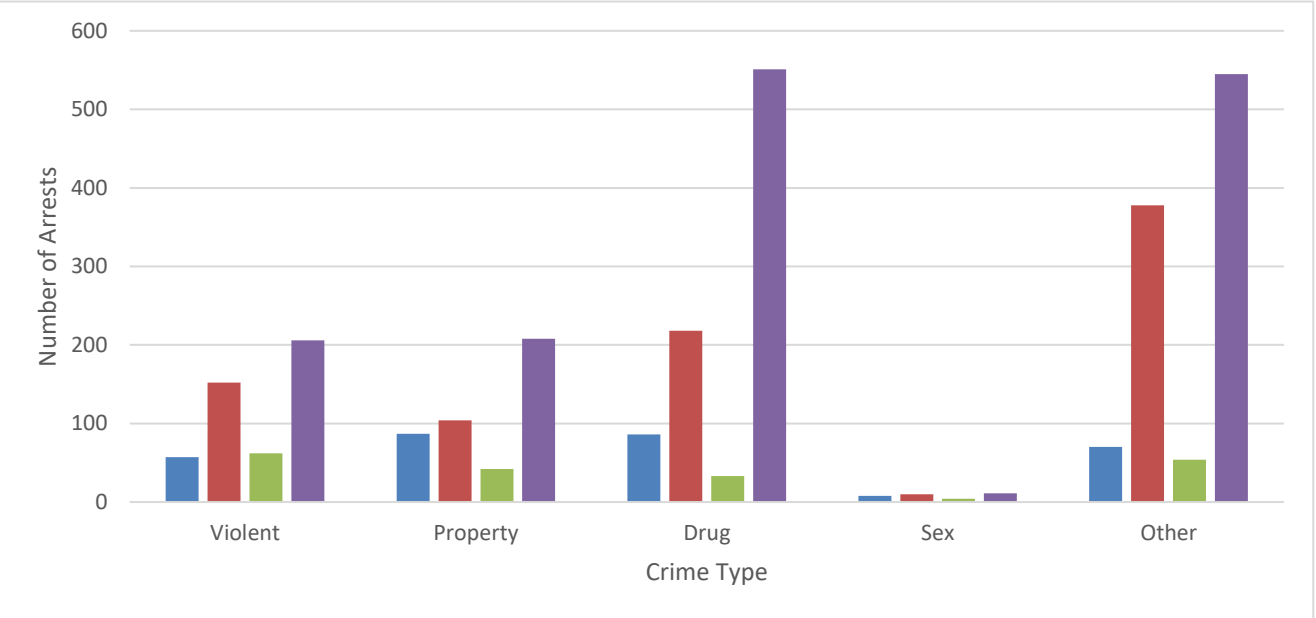
Figure 3: Black adults are arrested at a higher rate for misdemeanor offenses and a substantially higher rate for felony offenses.
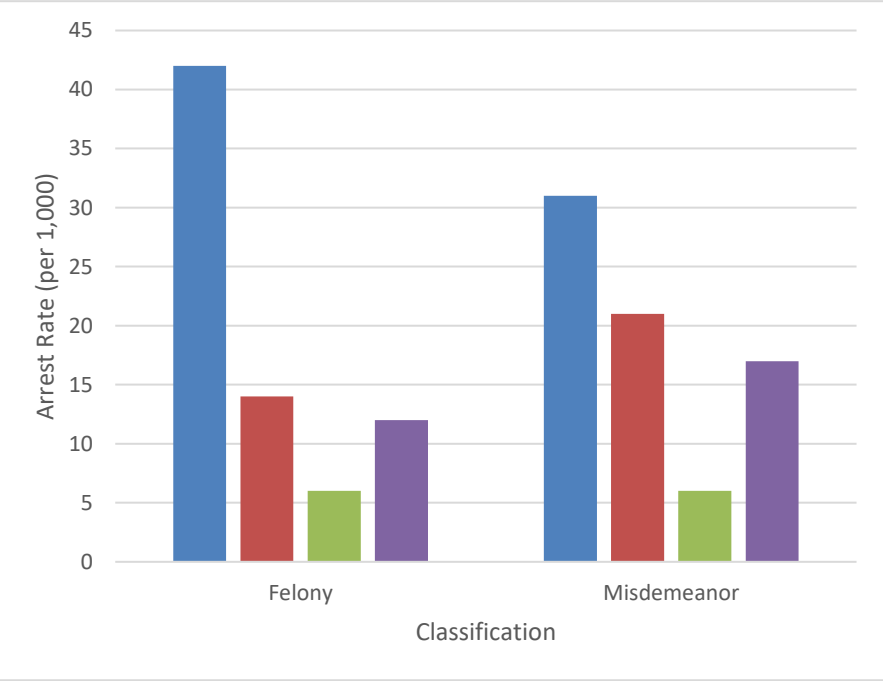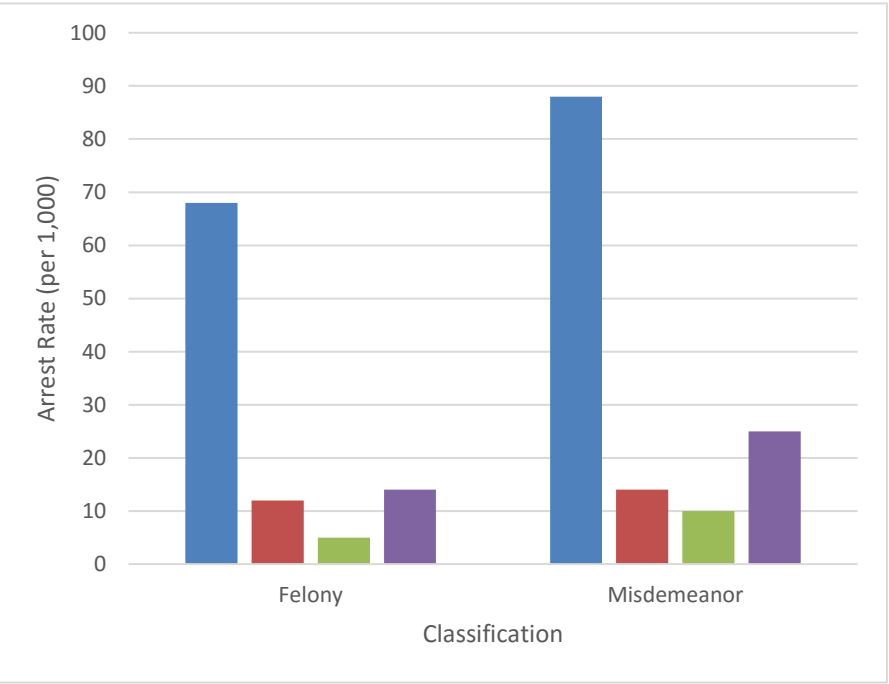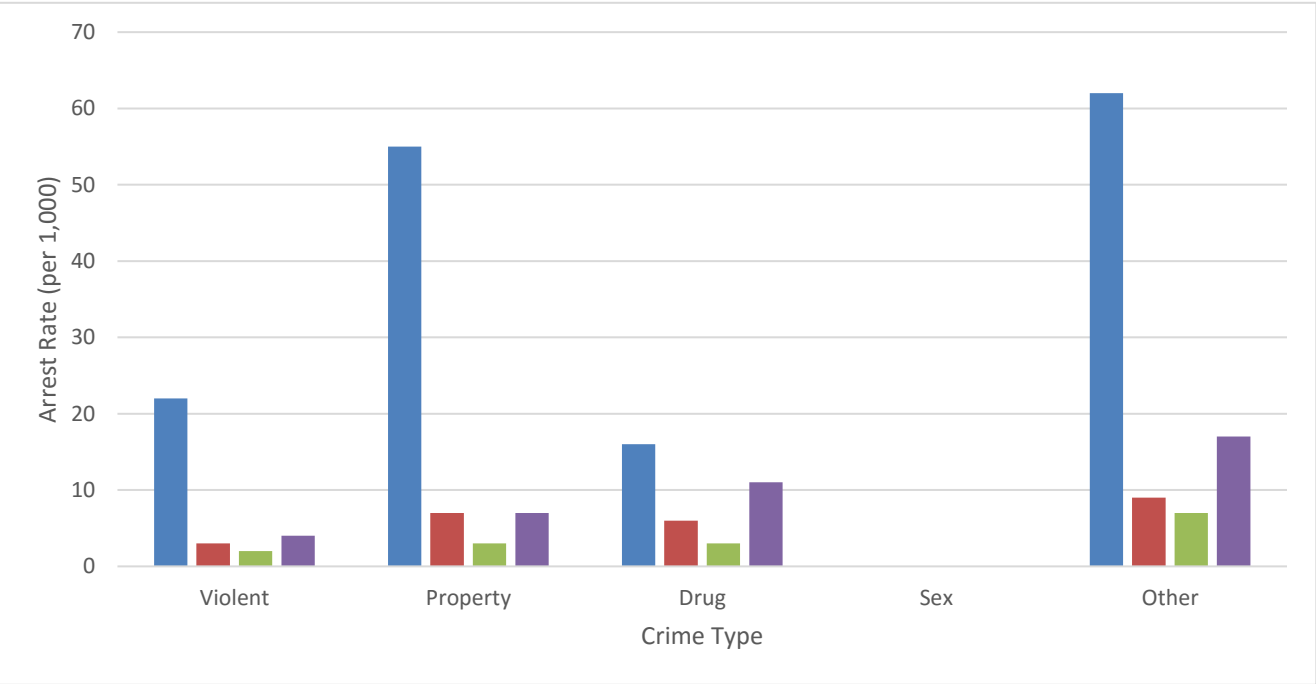

Figure 4: Black adults are arrested at substantially higher rate for violent, property, and drug offenses. Black and Hispanic adults are arrested at a similar rate for other offenses.
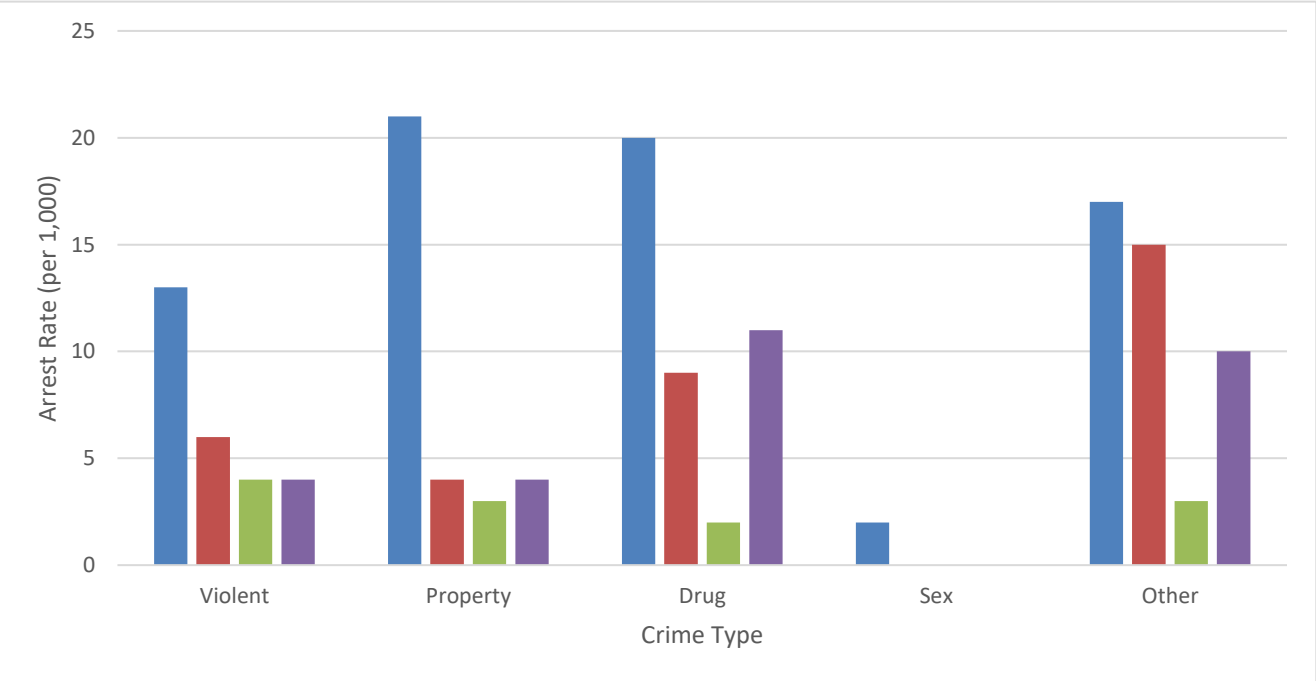
Concord City

Total Population: 125,017

Juvenile Arrests
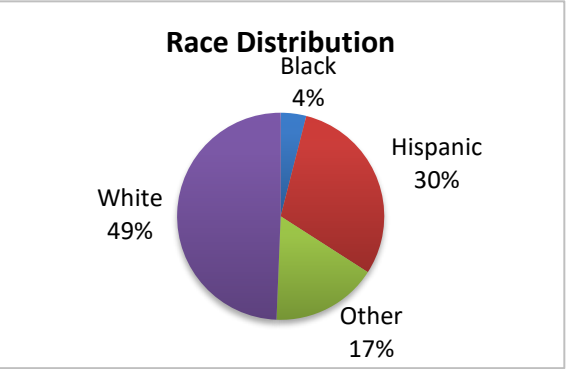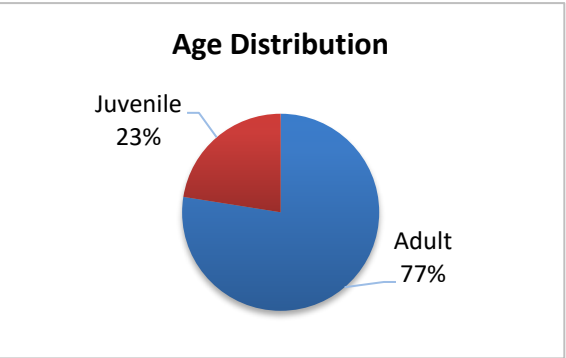
- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 23%

Adult 77%

Race Distribution

Black 4%

Hispanic 30%

White 49%

Other 17%

Figure 5: Hispanic youth are arrested more frequently for both felony and misdemeanor offenses.
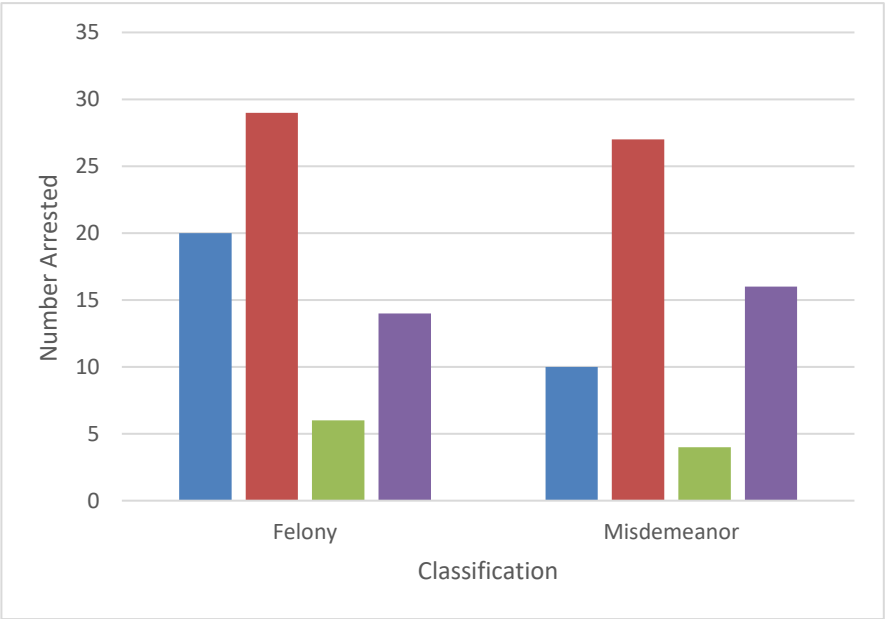
Figure 6: Hispanic youth are arrested more frequently for violent offenses and much more frequently for drug and other offenses. Black youth are arrested more frequently for property offenses.
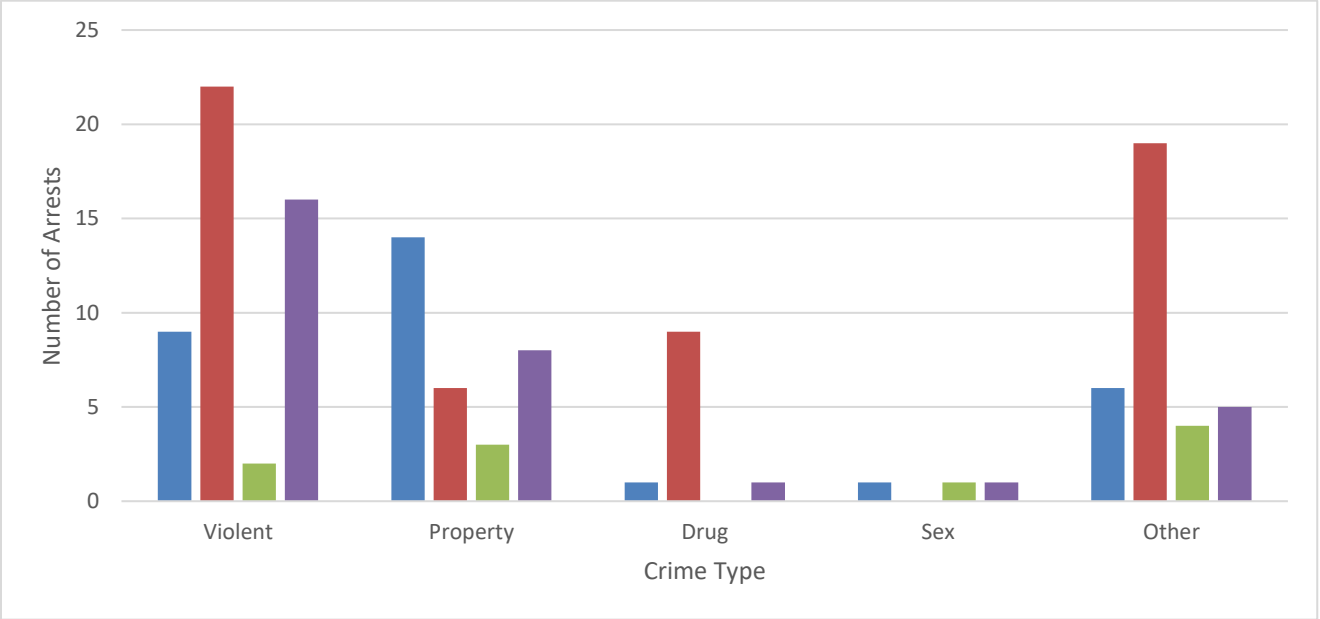
Figure 7: Black youth arrested at a substantially higher rate for both felony and misdemeanor offenses.
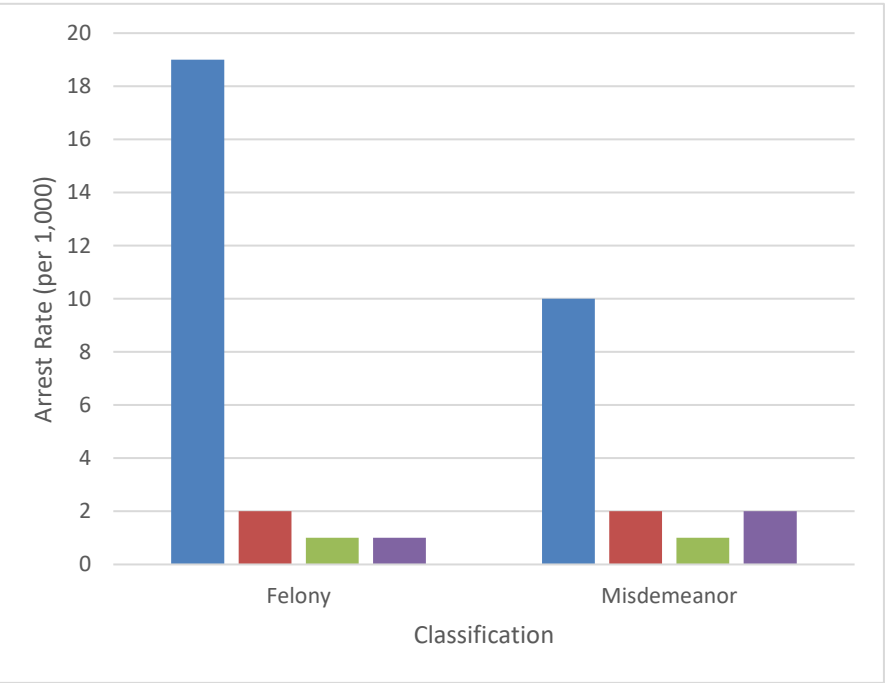
Figure 8: Black youth are arrested at a substantially higher rate for violent, property, and other offenses..
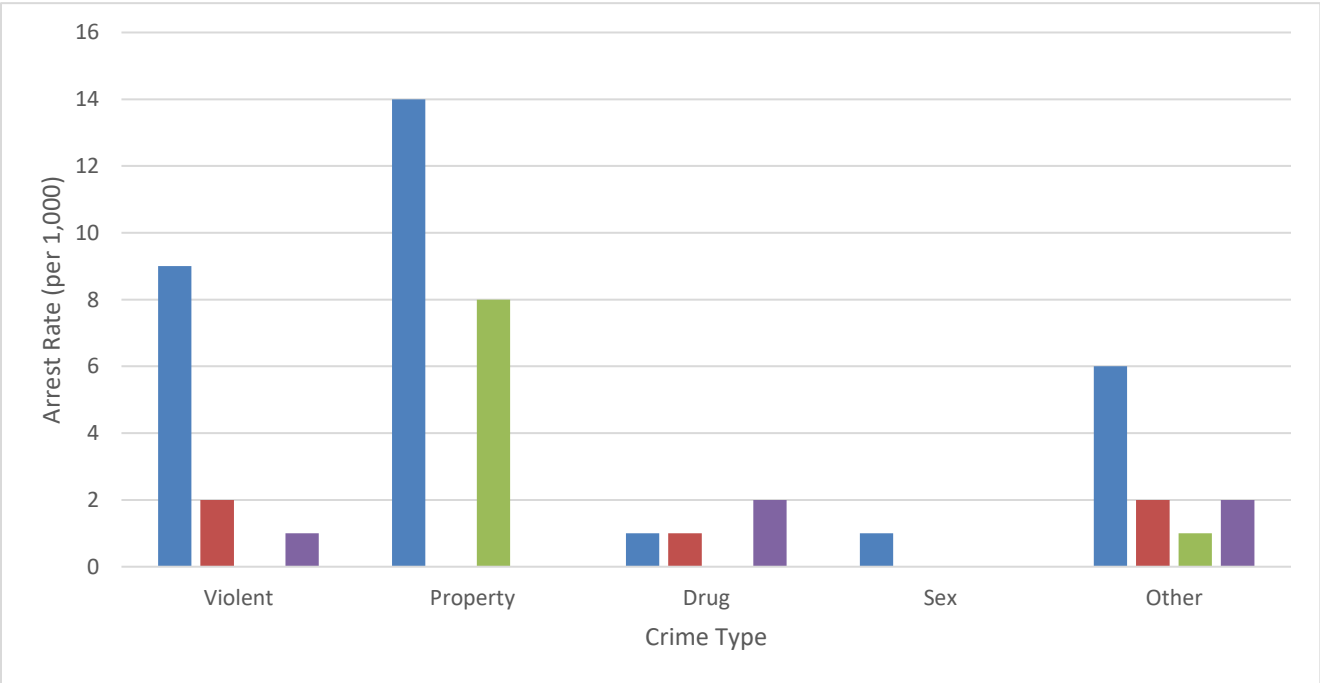
El Cerrito City

Total Population: 24,136

Adult Arrests

- ■ Black
- ■ Hispanic
- ■ Other
- ■ White
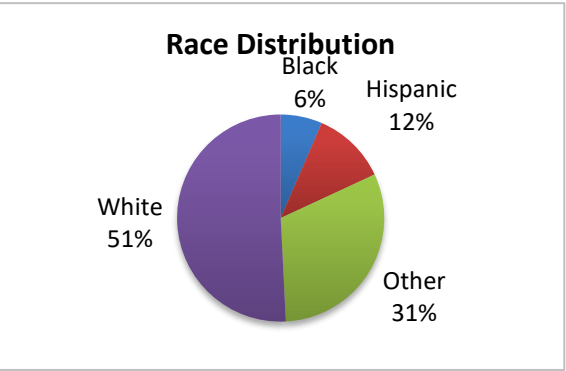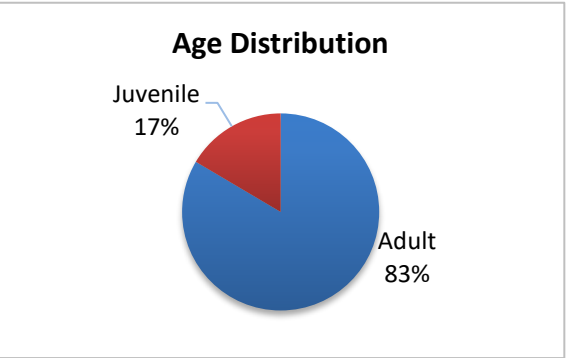
Age Distribution

Juvenile 17%

Adult 83%

Race Distribution

Black 6%

Hispanic 12%

White 51%

Other 31%

Figure 2: Black adults are arrested more frequently for both felony and misdemeanor offenses.

Figure 1: Black adults are arrested more frequently for property and other offenses. Black and White adults are arrested at similarly high frequencies for violent and drug offenses.
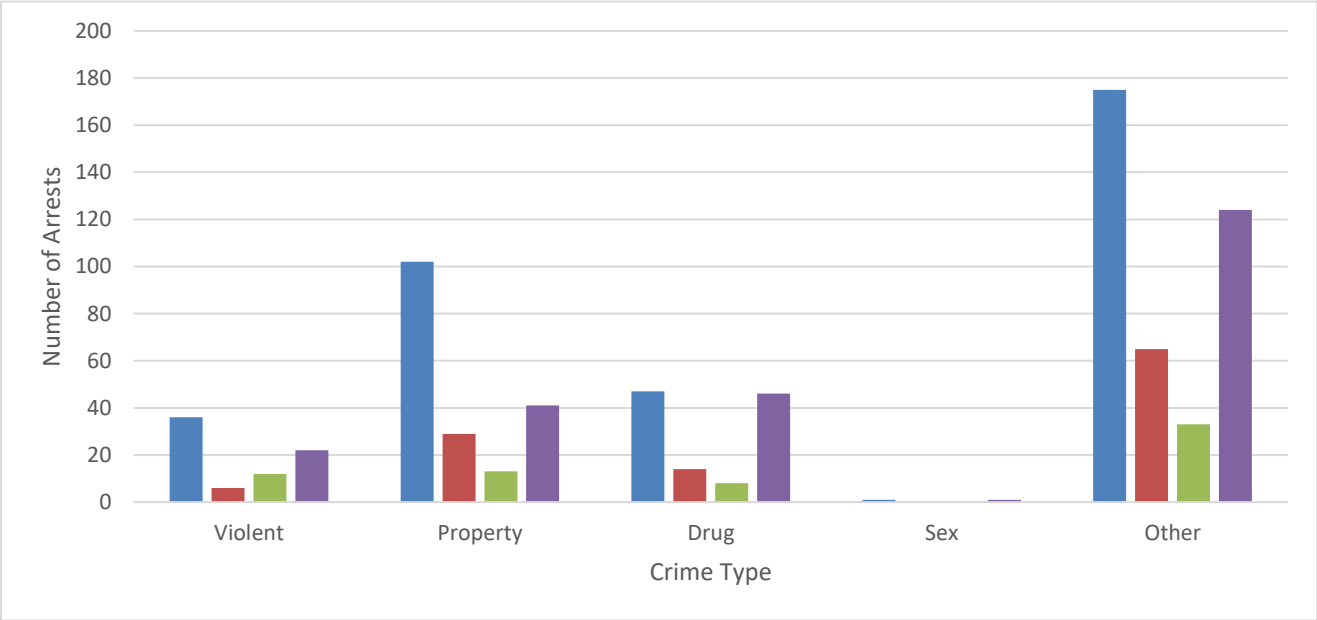
Figure 3: Black adults are arrested at a substantially higher rate for both felony and misdemeanor offenses

Figure 4: Black adults are arrested at a substantially higher rate for violent, property, drug, and other offenses.
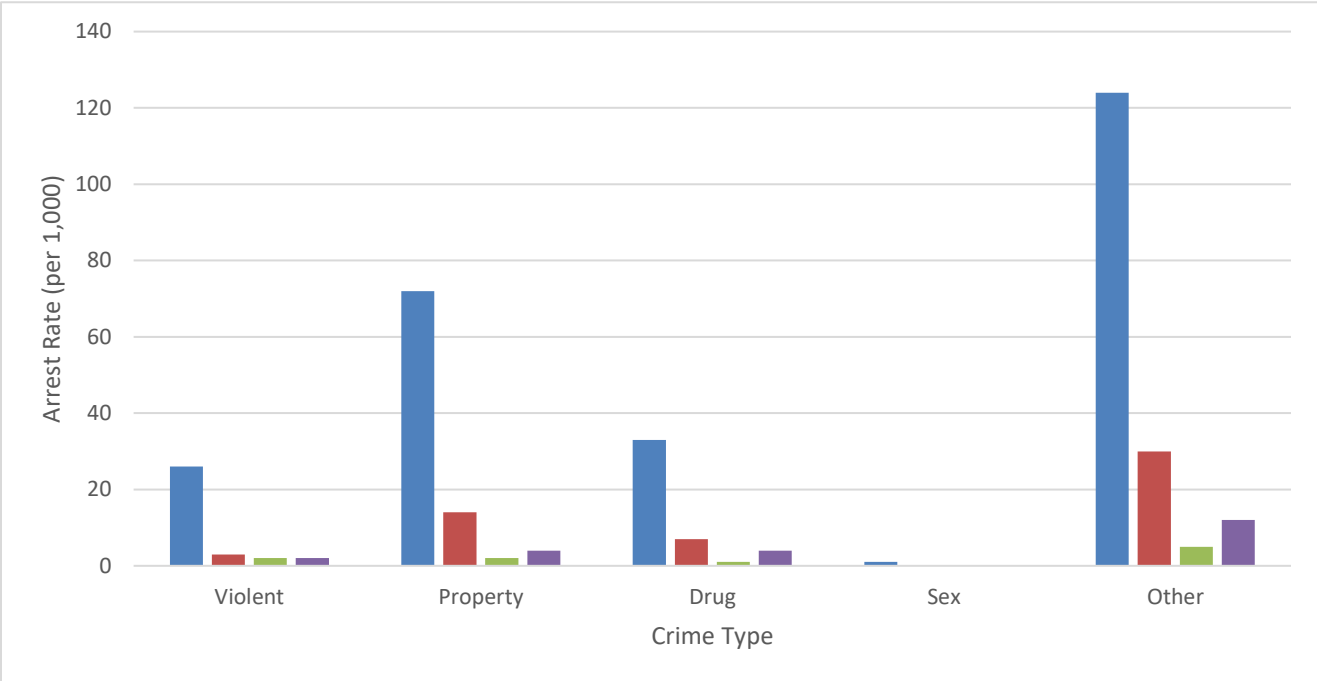
El Cerrito City

Total Population: 24,136

Juvenile Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 17%

Adult 83%

Race Distribution

Black 6%
Hispanic 12%
White 51%
Other 31%
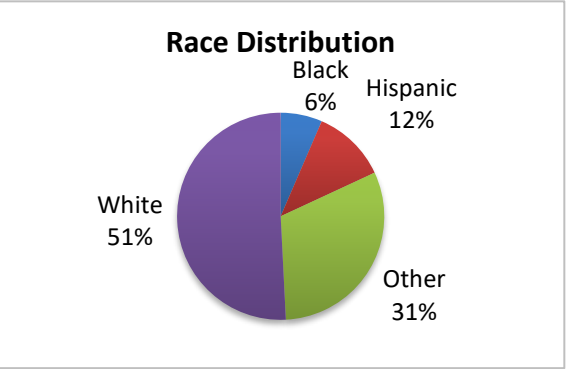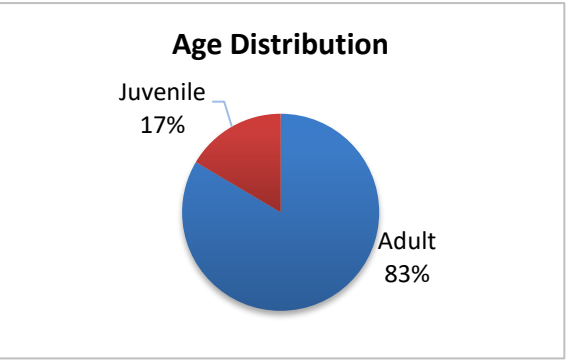
Figure 5: Black and Hispanic youth are arrested at a similarly high frequency for felony offenses. Black youth are arrested at a higher frequency for misdemeanor arrests.
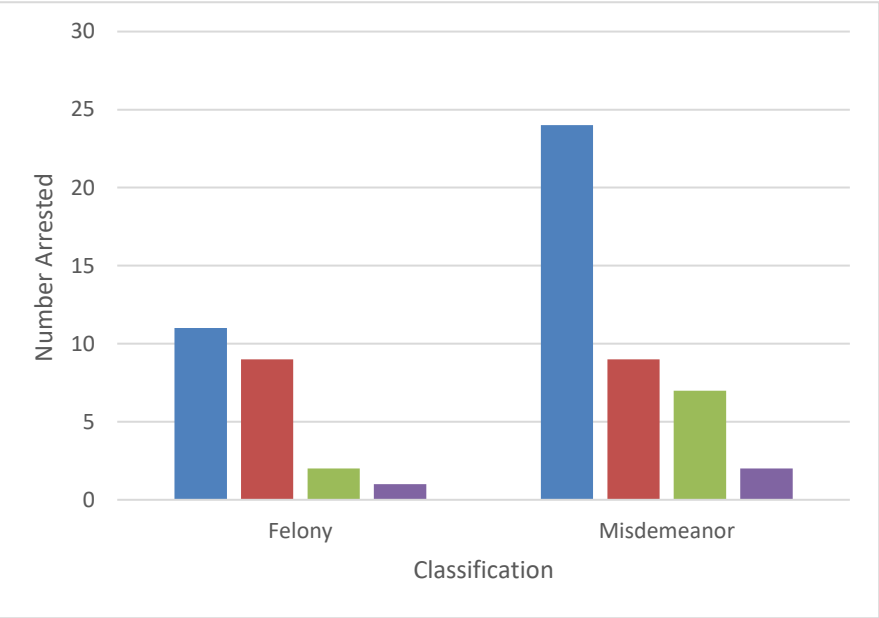
Figure 6: Black youth are arrested at a higher frequency for violent and other offenses. Black and Hispanic youth are arrested at a similarly high rate for property and drug offenses.

Figure 7: Black youth are arrested at a higher rate for both felony and misdemeanor offenses.
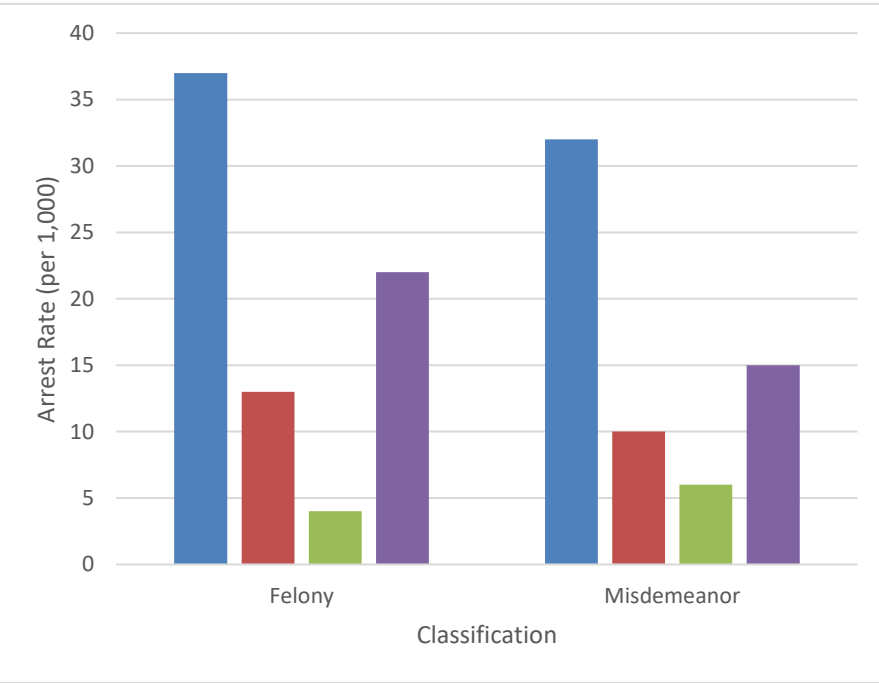
Figure 8: Black youth are arrested at a higher rate for violent, property, drug, and other offenses.
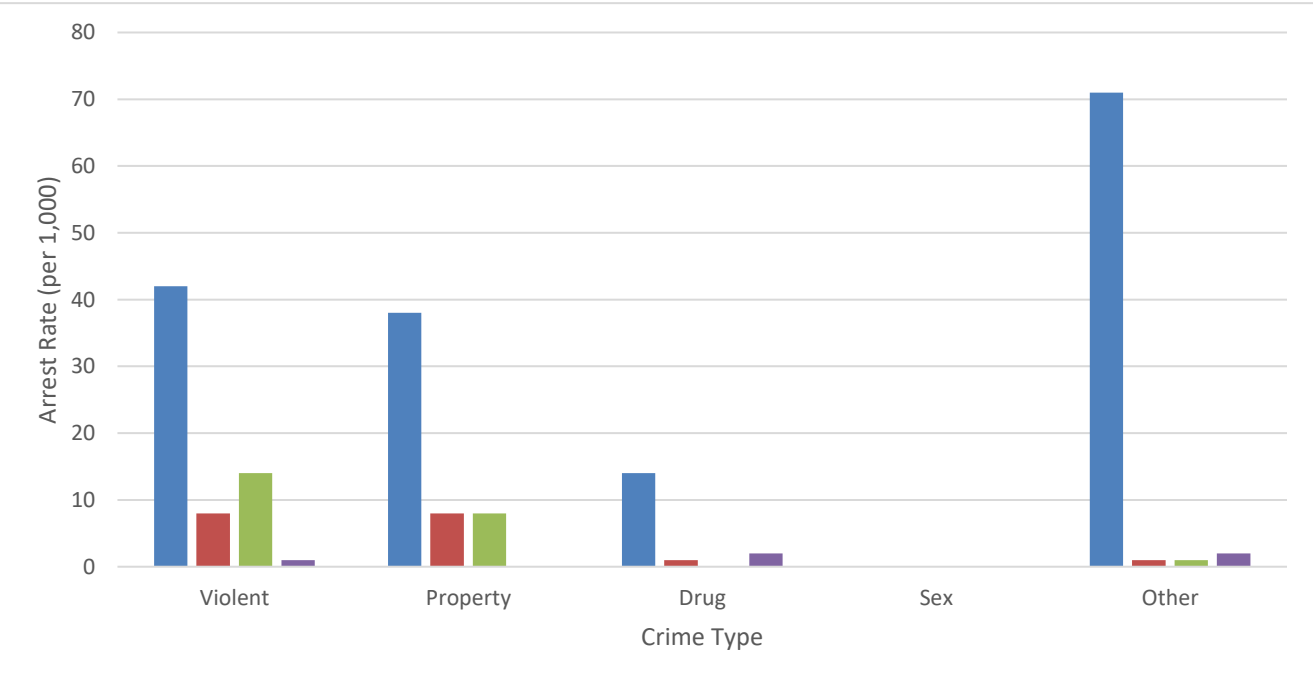
Martinez City

Total Population: 36,876

Adult Arrests

- ■ Black
- ■ Hispanic
- ■ Other
- ■ White

Age Distribution

Juvenile 20%

Adult 80%

Race Distribution

Black 3%

Hispanic 17%

Other 12%

White 68%

Figure 2: White adults are arrested much more frequently for both felony and misdemeanor offenses.

Figure 1: White adults are arrested much more frequently for violent, property, drug, and other offenses.
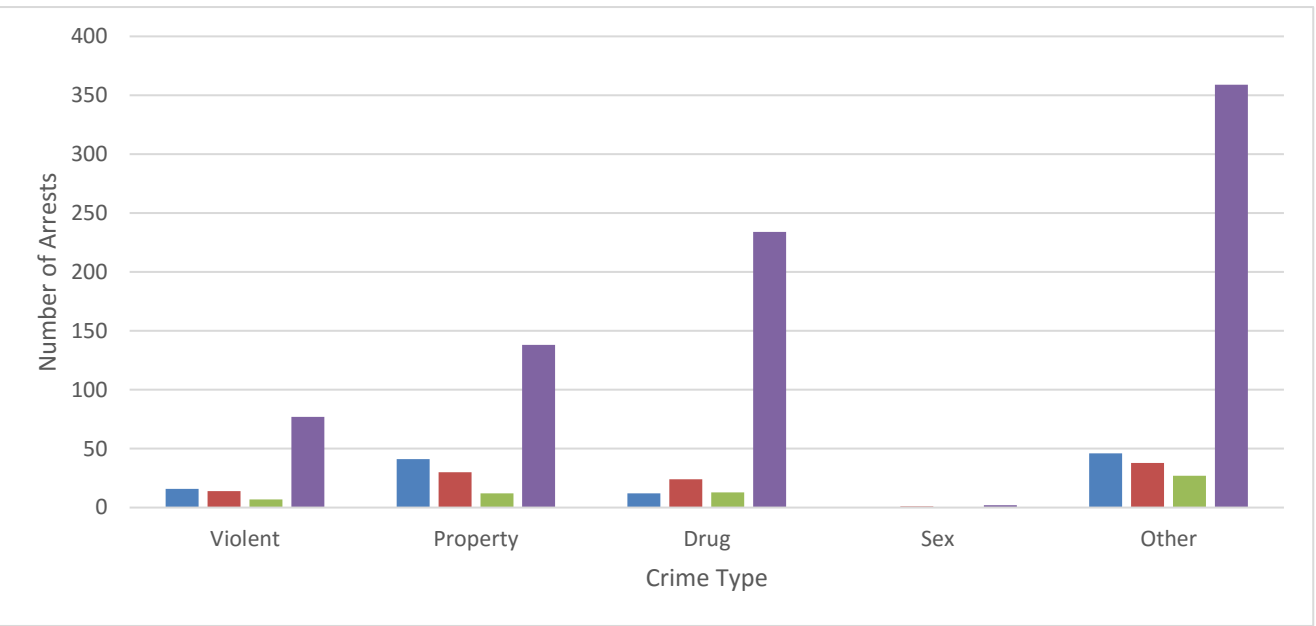
Figure 3: Black adults are arrested at a substantially higher rate for both felony and misdemeanor offenses.

Figure 4: Black adults are arrested at a substantially higher rate for violent, property, and other offenses. Black and white adults arrested at similar rates for drug offenses.

Martinez City

Total Population: 36,876

Juvenile Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 20%

Adult 80%

Race Distribution

Black 3%

Hispanic 17%

Other 12%

White 68%
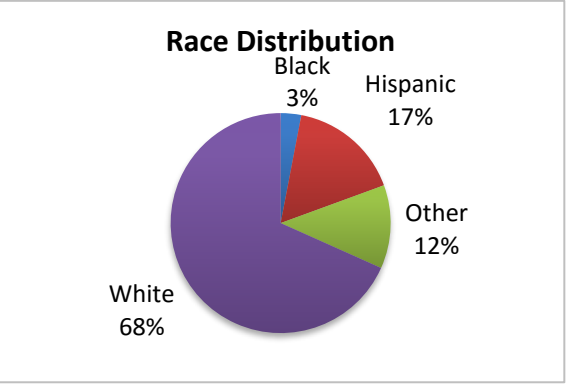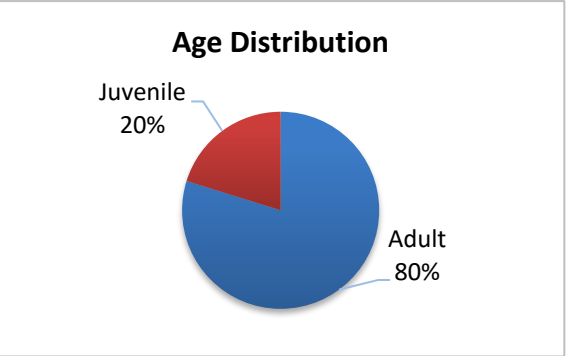
Figure 5: Black and White youth are arrested at similar frequencies for felony offenses. White youth are arrested at a higher frequency for misdemeanor offenses.
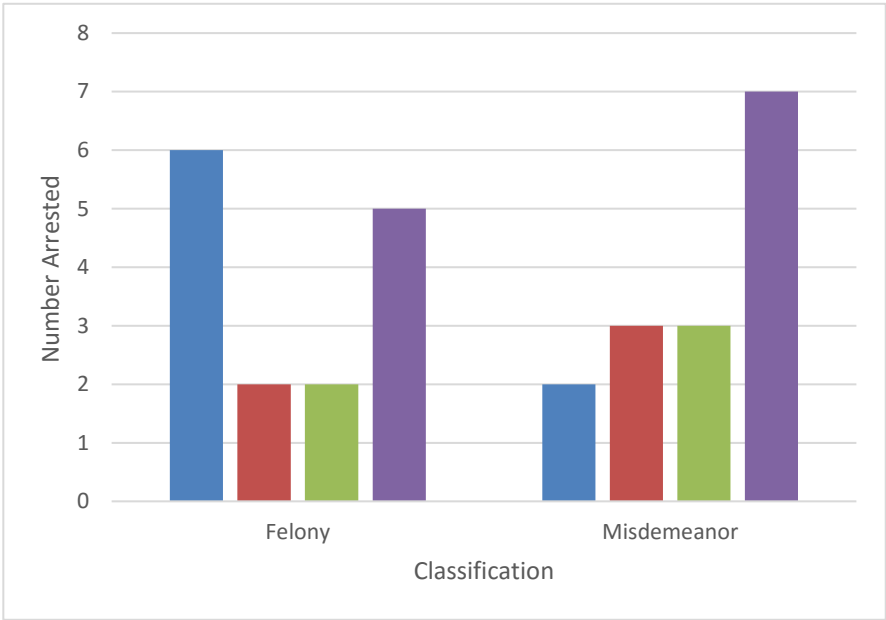
Figure 6: Black, other, and White youth are arrested at similar frequencies for violent offenses. Black and Hispanic youth are arrested more frequently for property offenses. Black and White youth are arrested a similar frequencies for drug offenses.
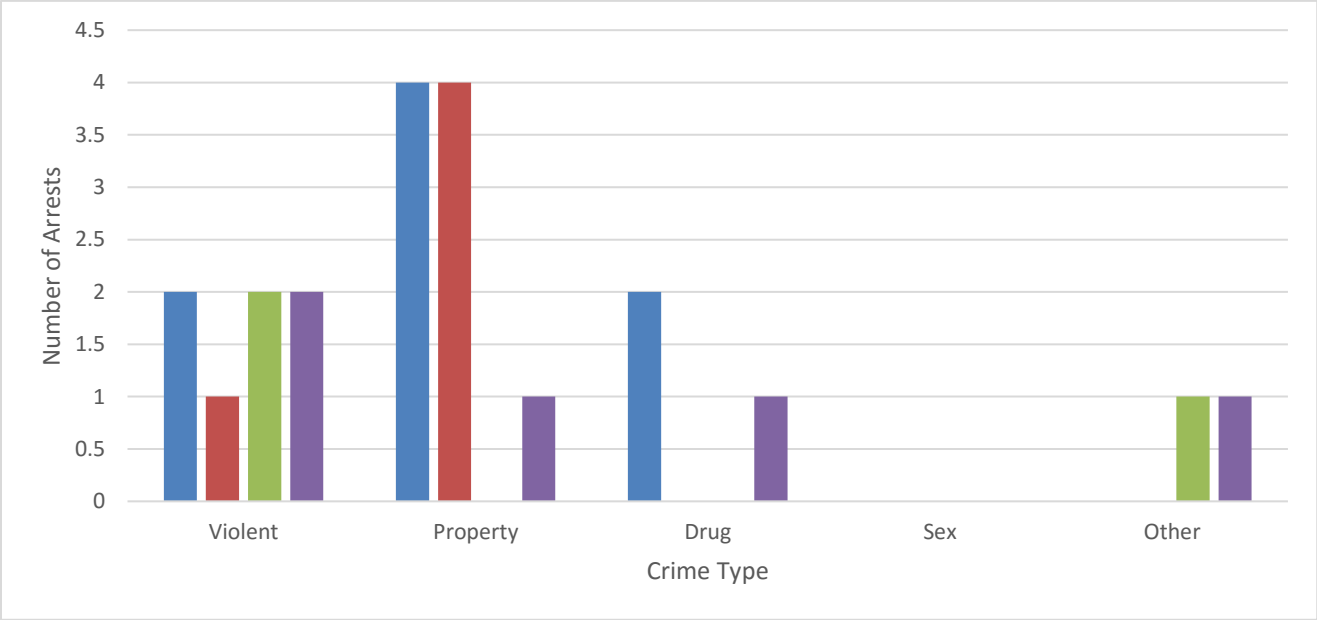
Figure 7: Black youth are arrested at a substantially higher rate for felony offenses. Misdemeanor arrest rates are similar across all youth.
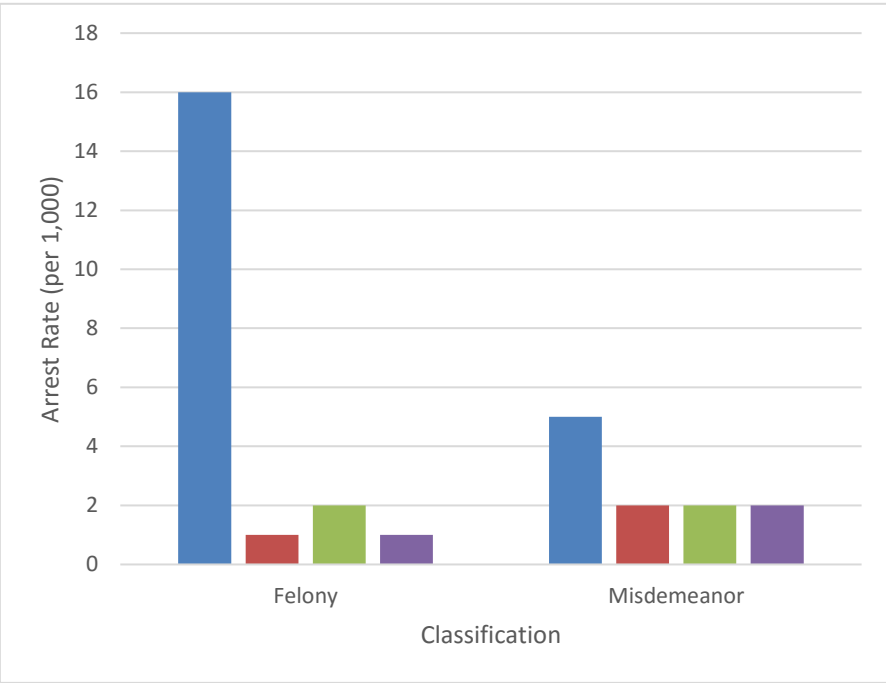
Figure 8: Black youth are arrested at a higher rate for violent, property, and drug offenses.
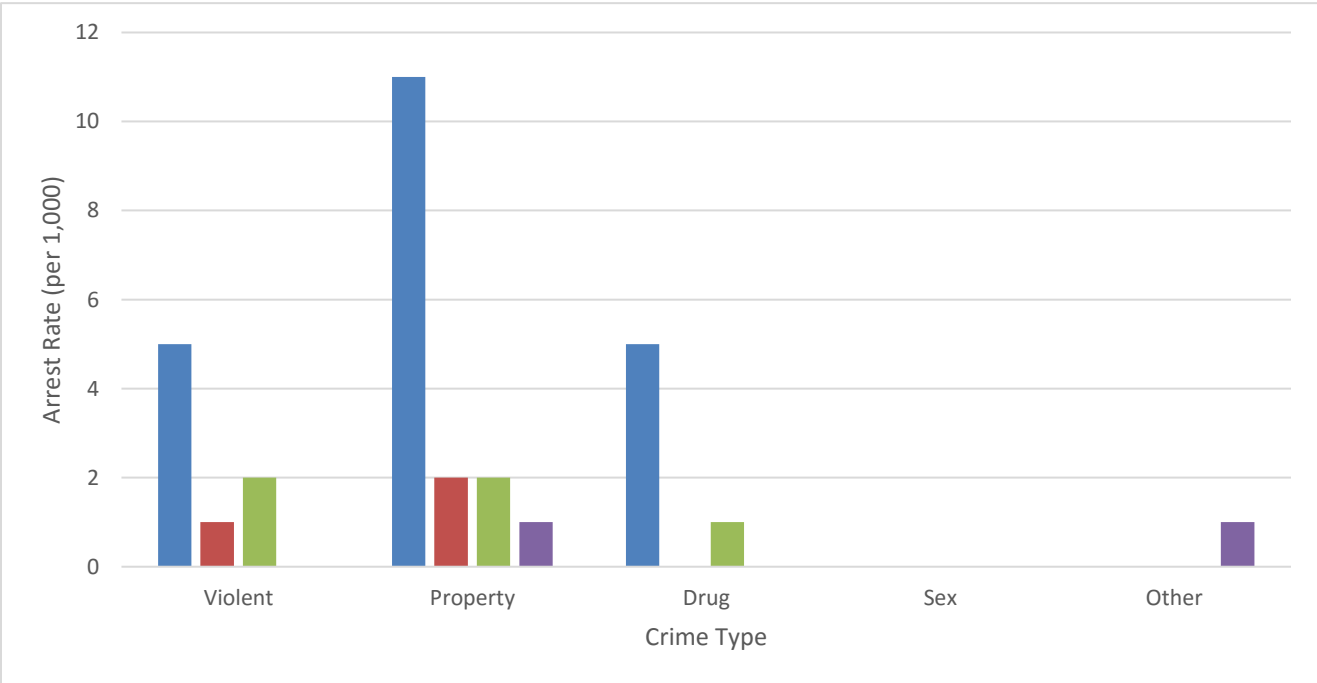
Pittsburg City

Total Population: 65,761

Adult Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

- Juvenile 25%
- Adult 75%

Race Distribution

- White 19%
- Black 18%
- Other 23%
- Hispanic 40%
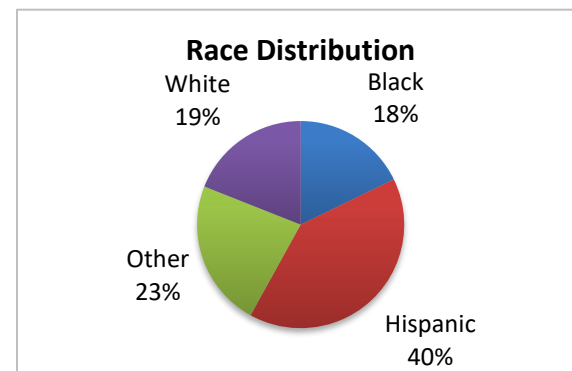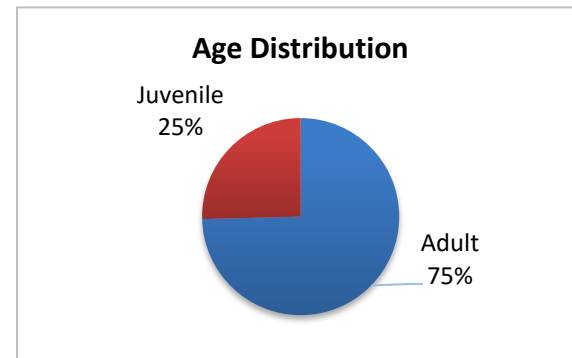
Figure 2: Black adults are arrested most frequently for both felony and misdemeanor offenses.

Figure 1: Black adults are arrested most frequently for all offense types except drug arrests. Black, Hispanic, and White adults are arrested at similarly high frequencies for drug offenses.

Figure 3: Black adults are arrested at a higher rate for both felony and misdemeanor offenses.
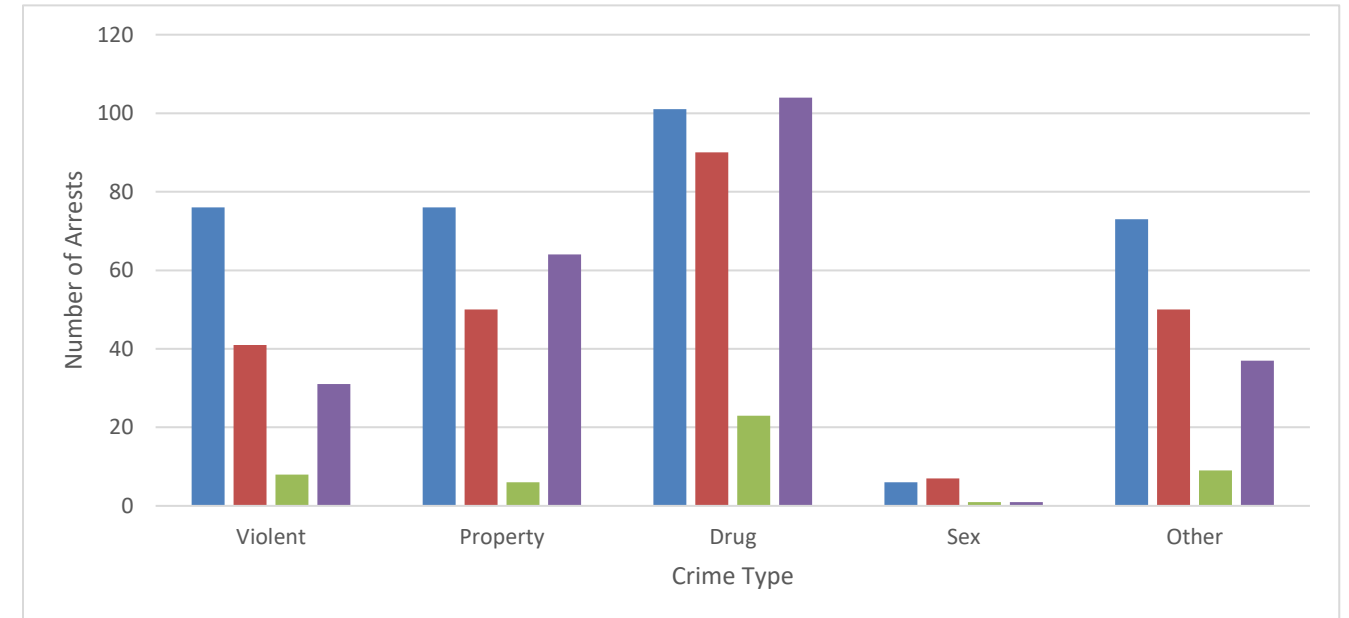
Figure 4: Black adults are arrested at a higher rate across all crime types.
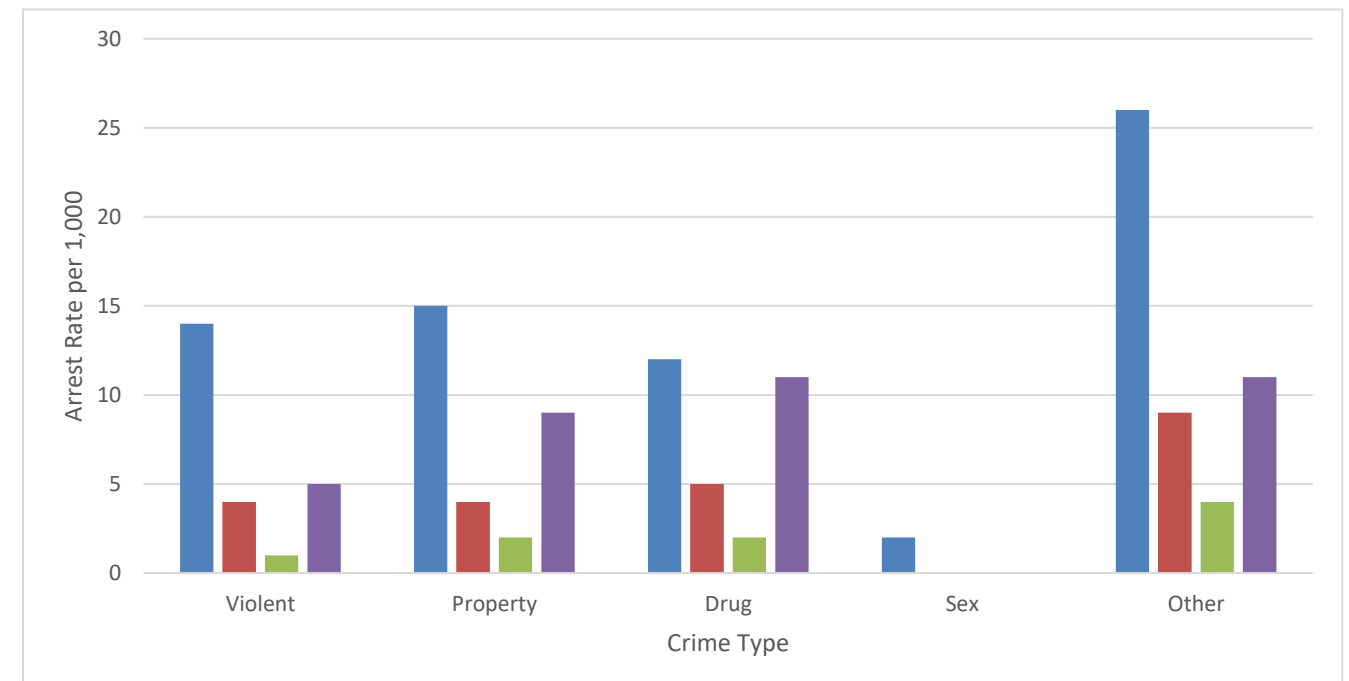
Pittsburg City

Total Population: 65,761

Juvenile Arrests

- Black
- Hispanic
- Other
- White
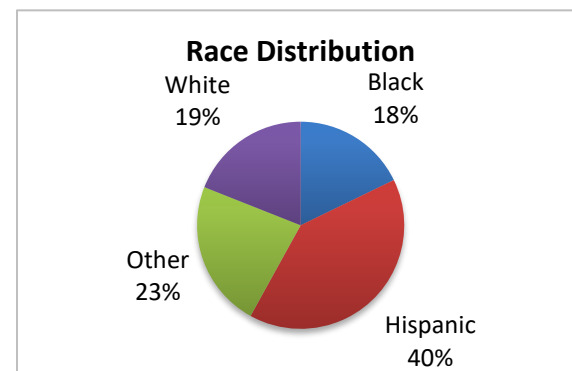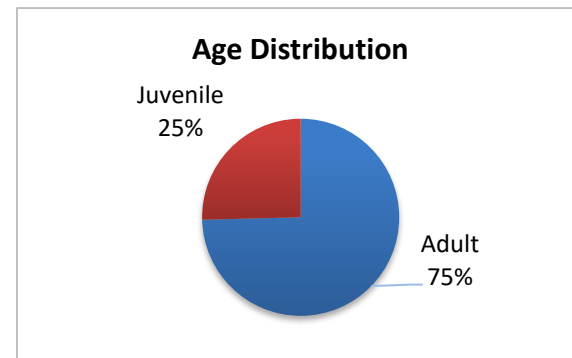
Figure 5: Hispanic youth are arrested most frequently for felony offenses. Black youth are arrested most frequently for misdemeanor offenses.
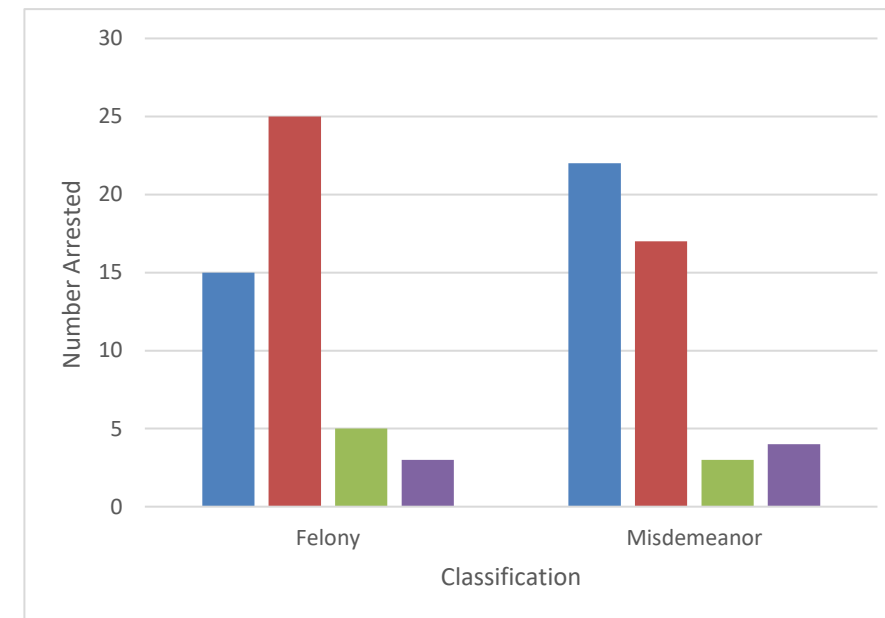
Figure 6: Hispanic youth are arrested most frequently for violent offenses. Blacks and Hispanic youth are arrested at similarly high frequencies for property, drug, and other offenses.
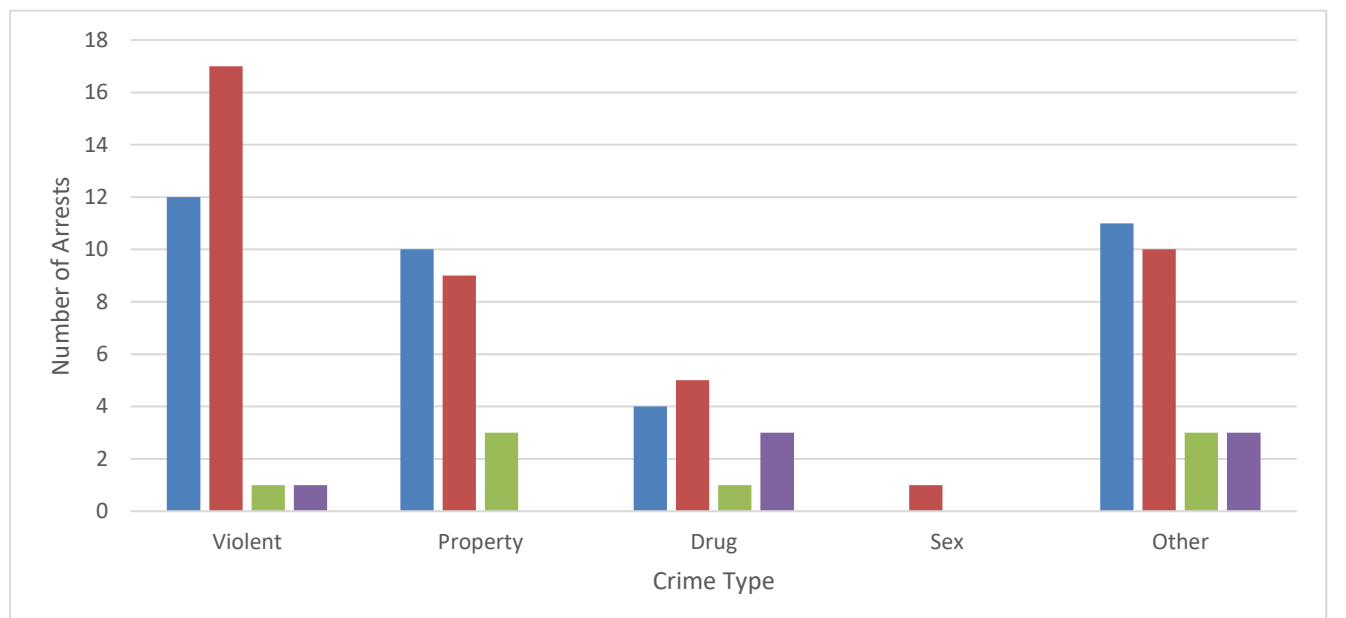
Age Distribution

Juvenile 25%

Adult 75%

Race Distribution

White 19%
Black 18%
Other 23%
Hispanic 40%

Figure 7: Black youth are arrested at a higher rate for both felony and misdemeanor offenses.
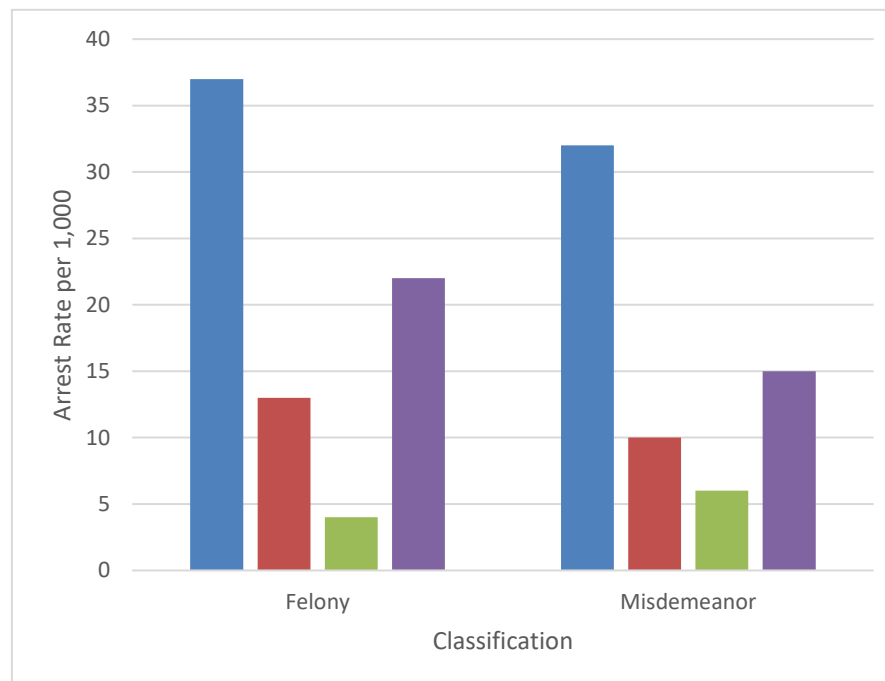
Figure 8: Black youth are arrested at a higher rate for violent, property, and other offenses. White youth are arrested at a higher rate for drug offenses.
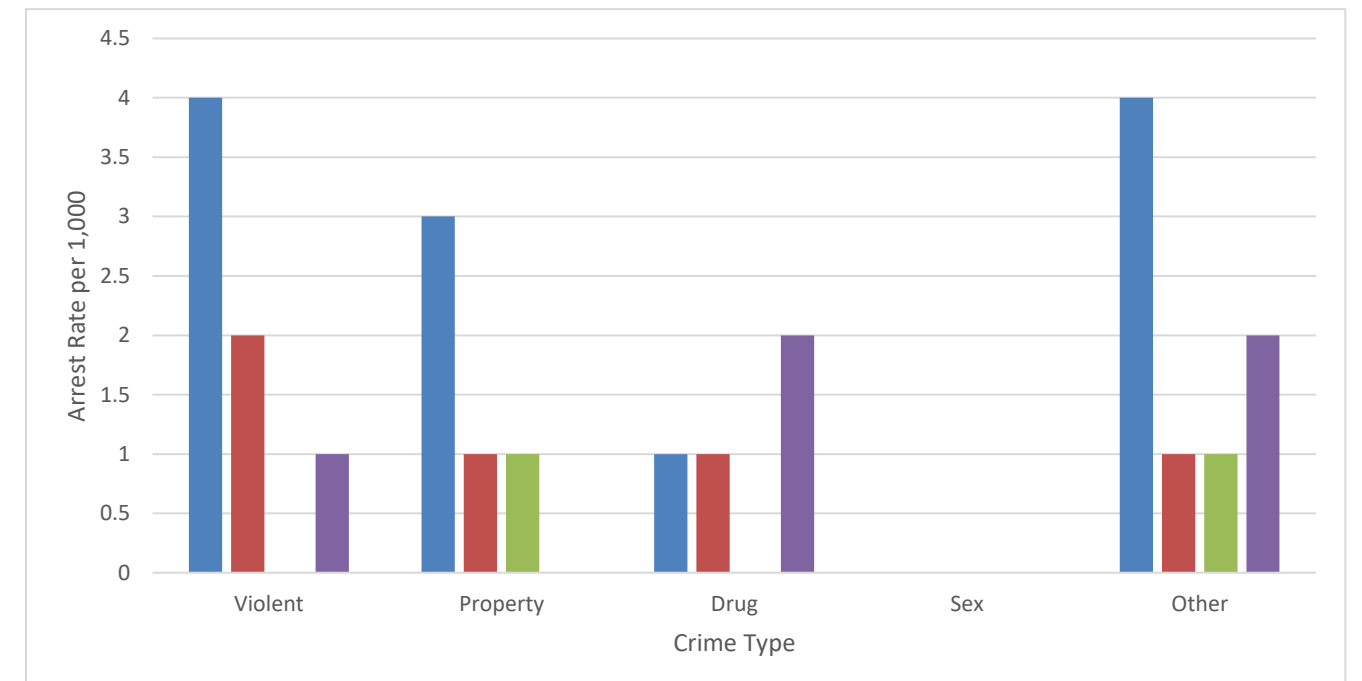
Pleasant Hill City

Total Population: 33,842

Adult Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 19%
Adult 81%

Race Distribution

Black 2%
Hispanic 14%
Other 18%
White 66%
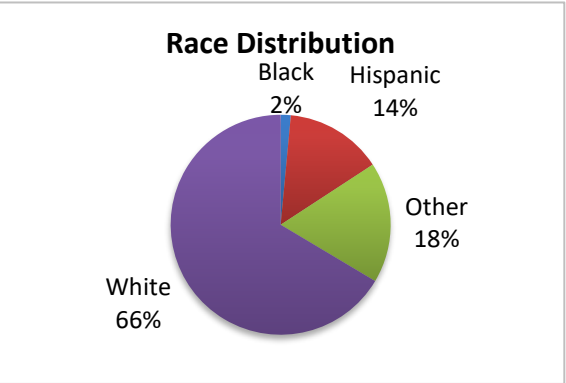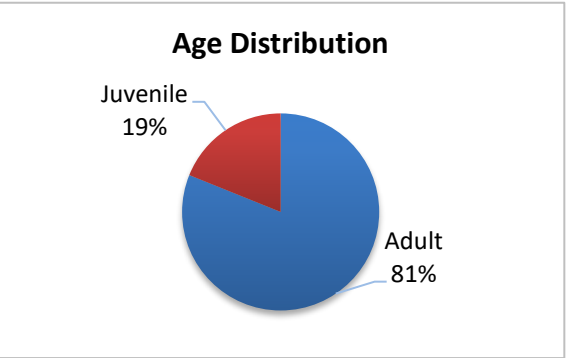
Figure 2: A substantially higher number of White adults are arrested for both felony and misdemeanor offenses.
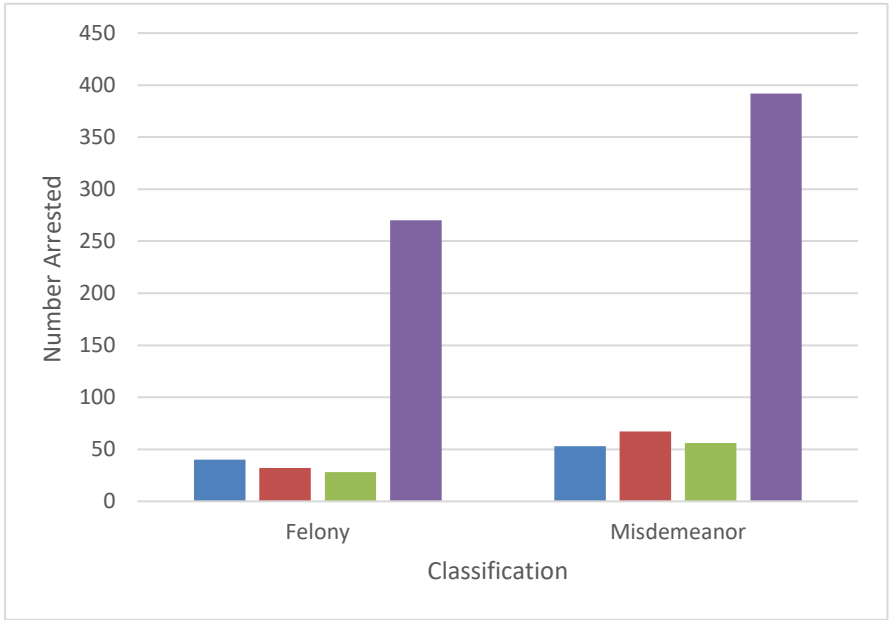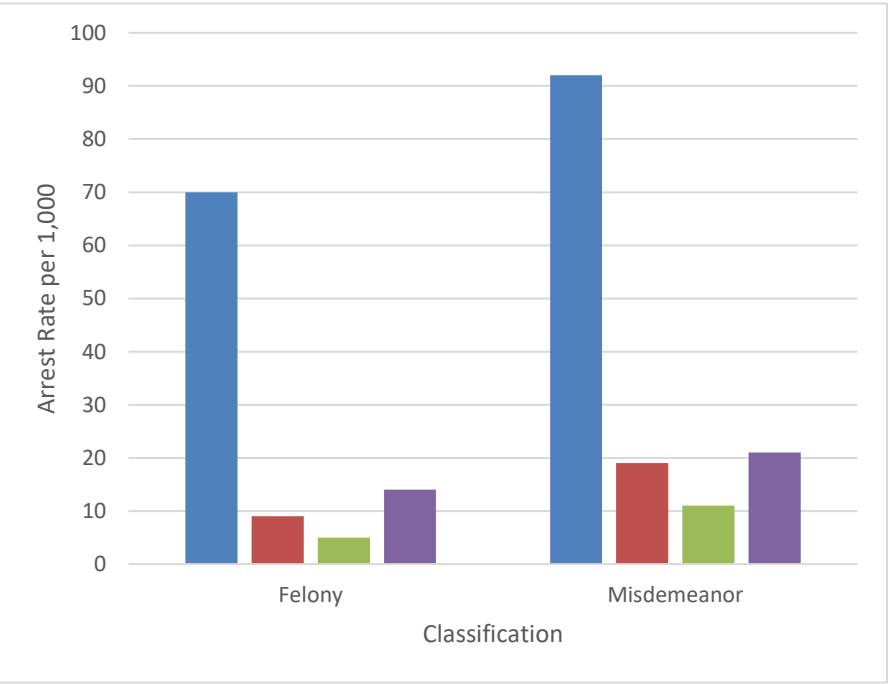
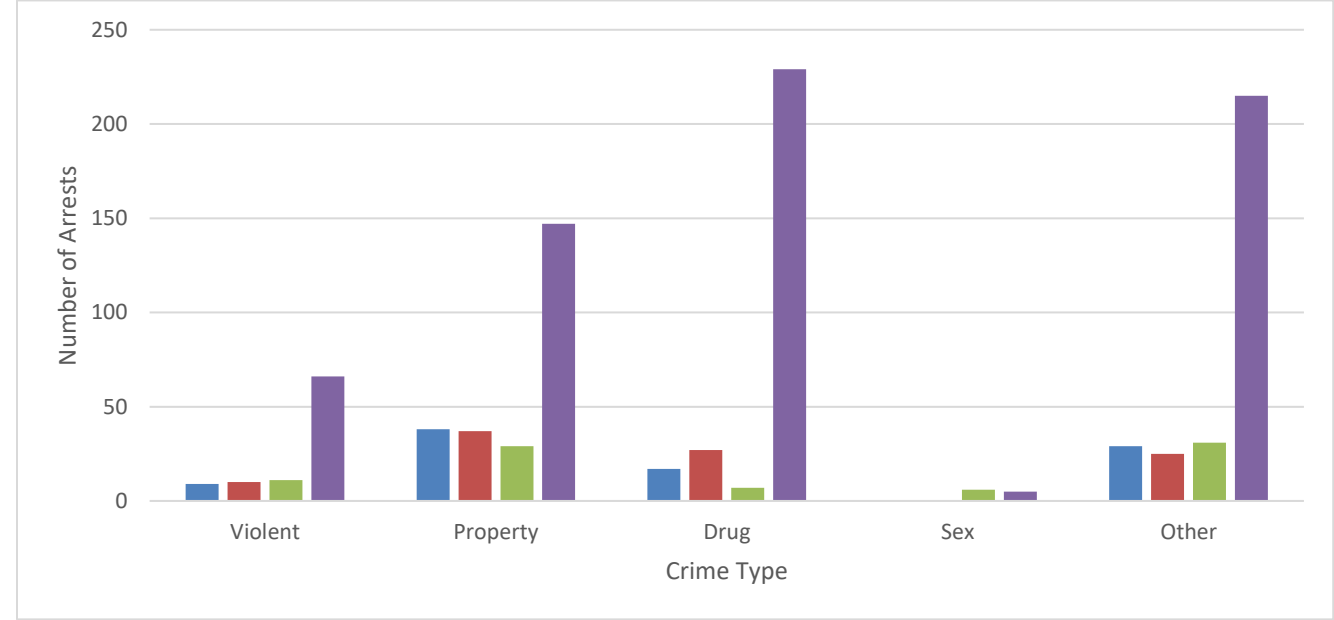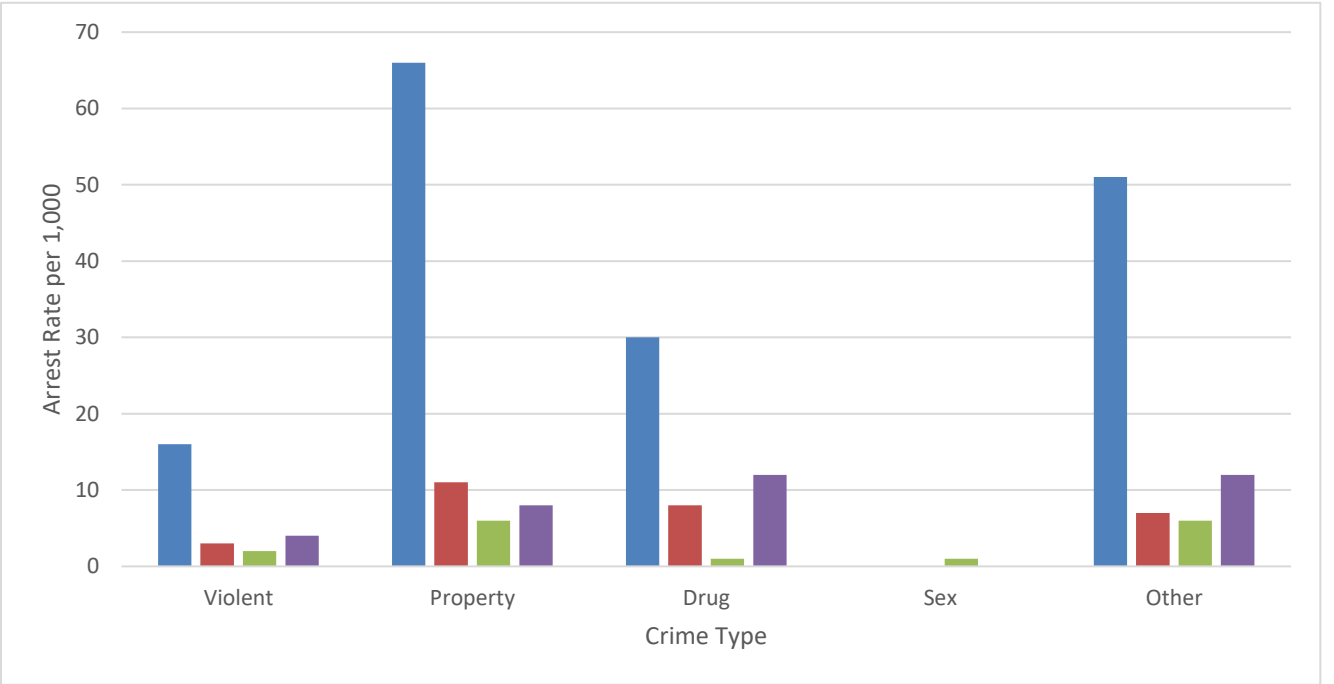**Figure 1: A substantially higher number of White adults are arrested for violent, property, drug, and other crime types.**

Figure 3: Black adults are arrested at a substantially higher rate for both felony and misdemeanors.

Figure 4: Black adults are arrested at a higher rate for violent and drug offenses, and a substantially higher rate for property and other offenses.

Pleasant Hill City

Total Population: 33,842

Juvenile Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 19%

Adult 81%

Race Distribution

Black 2%
Hispanic 14%
Other 18%
White 66%
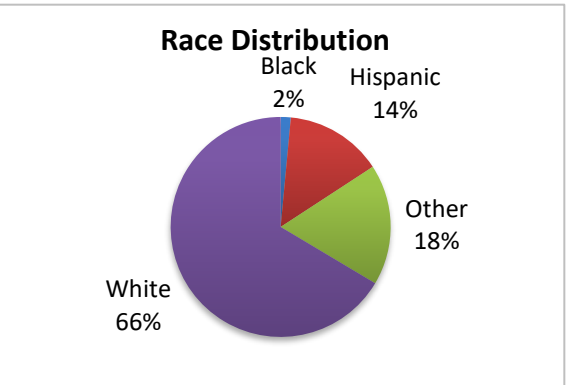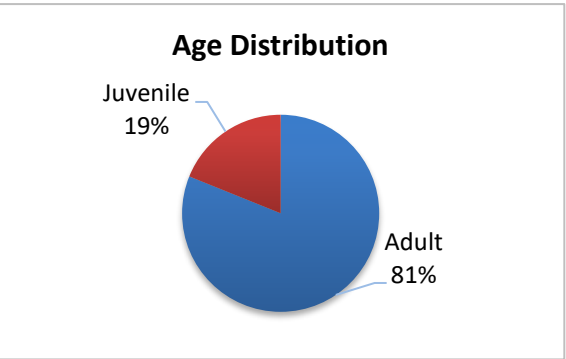
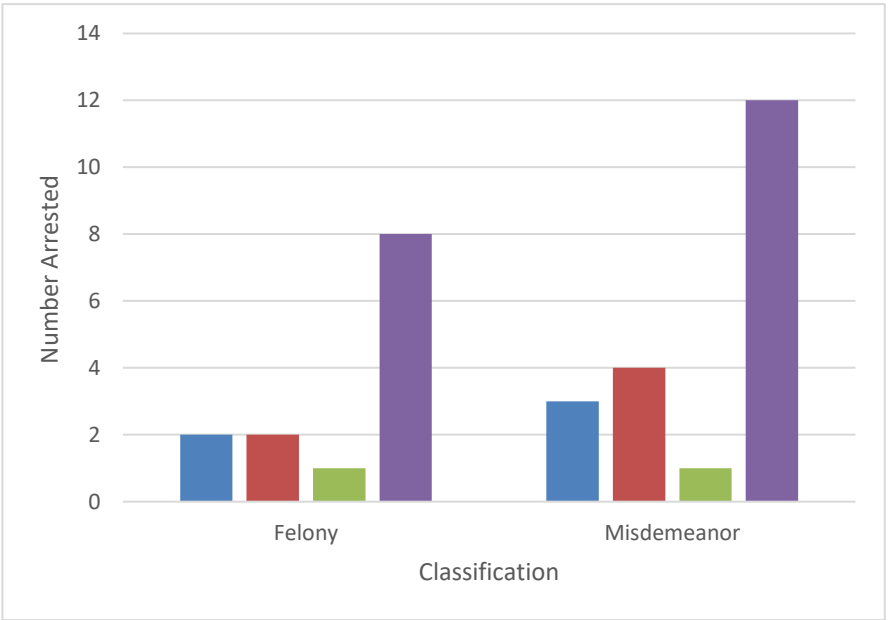**Figure 5: White youth are arrested much more frequently for both felony and misdemeanor offenses.**

Figure 6: White and black youth are arrested at similarly high frequencies for violent offenses. Black youth are arrested much more frequently for property and other offenses.
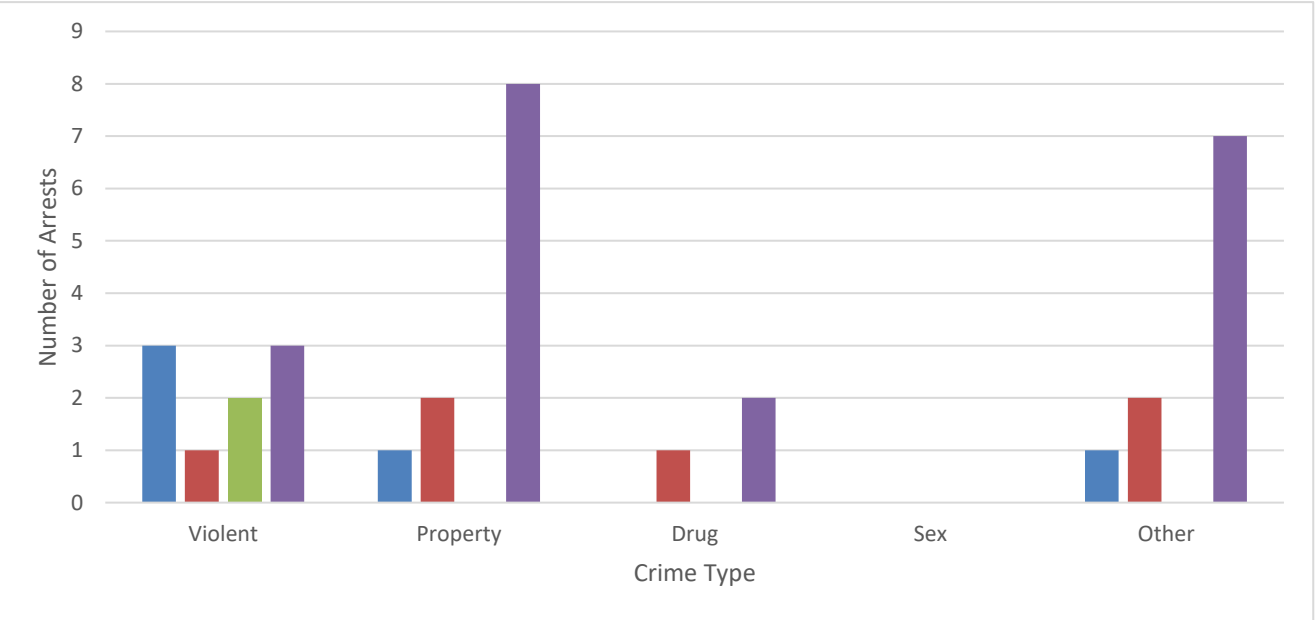

Figure 7: Black youth are arrested at a substantially higher rate for both felony and misdemeanor offenses.
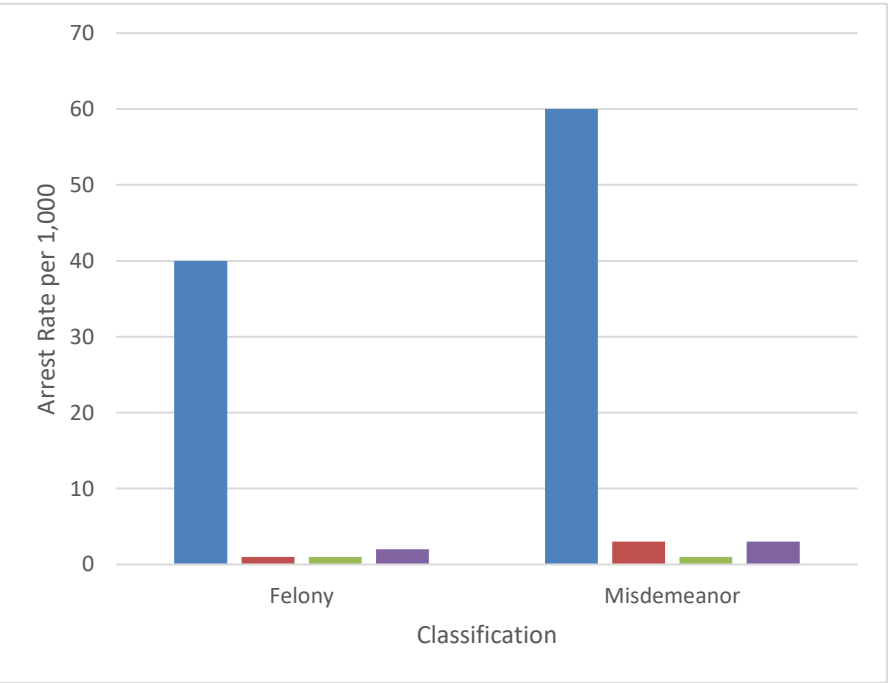
Figure 8: Black youth are arrested at a substantially higher rate for violent, property, and other crimes.
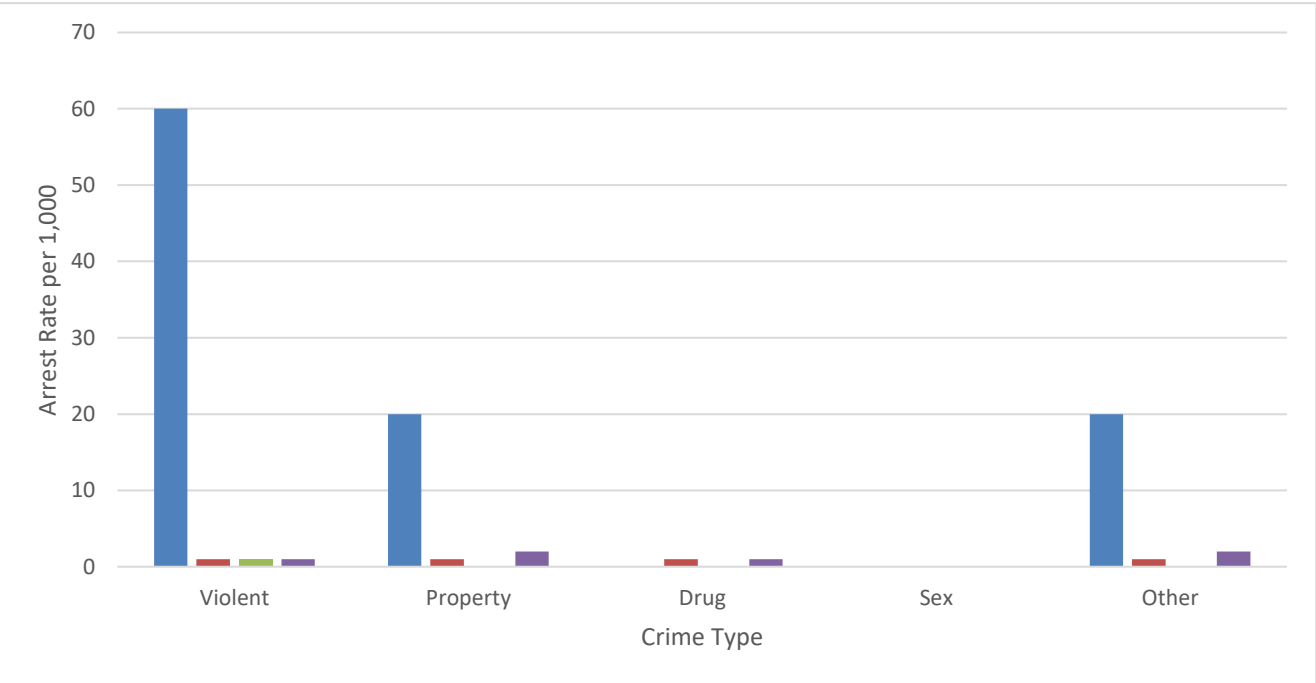
Richmond City

Total Population: 106,469

Adult Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 24%

Adult 76%

Race Distribution

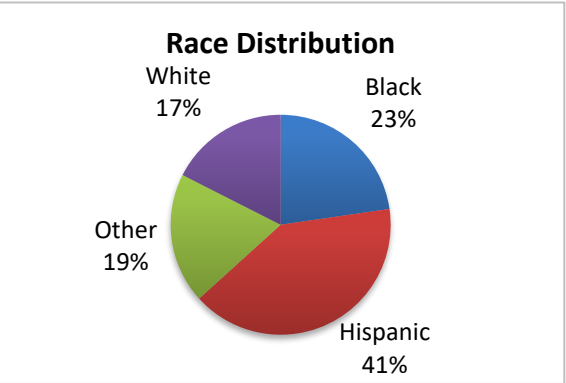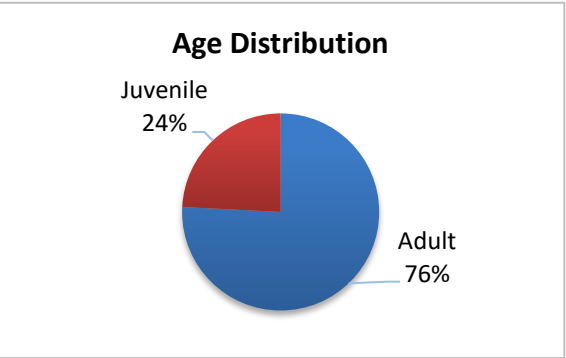White 17%

Black 23%

Other 19%

Hispanic 41%

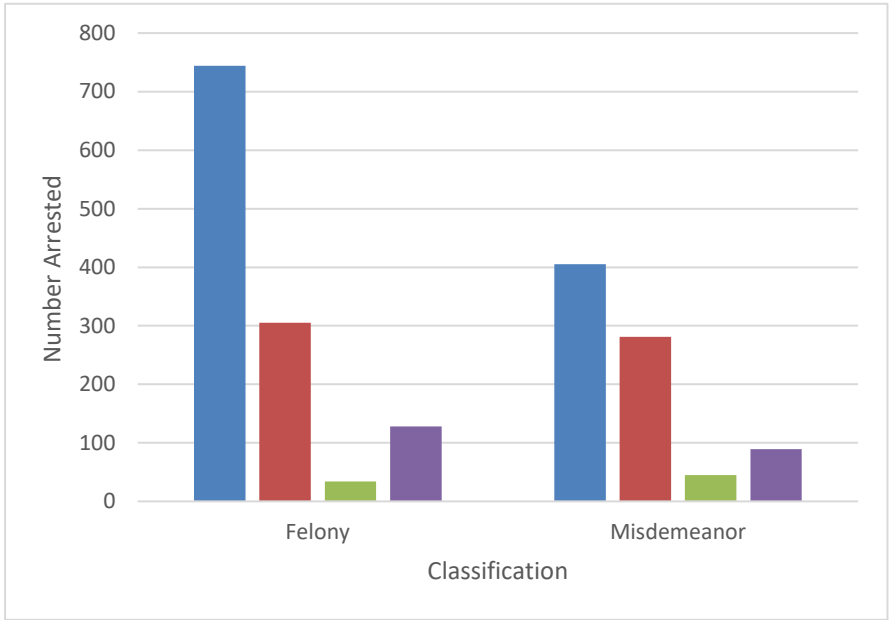**Figure 2: Black adults are arrested more frequently for both felony and misdemeanor offenses.**

Figure 1: Black adults are arrested more frequently for all offense types.
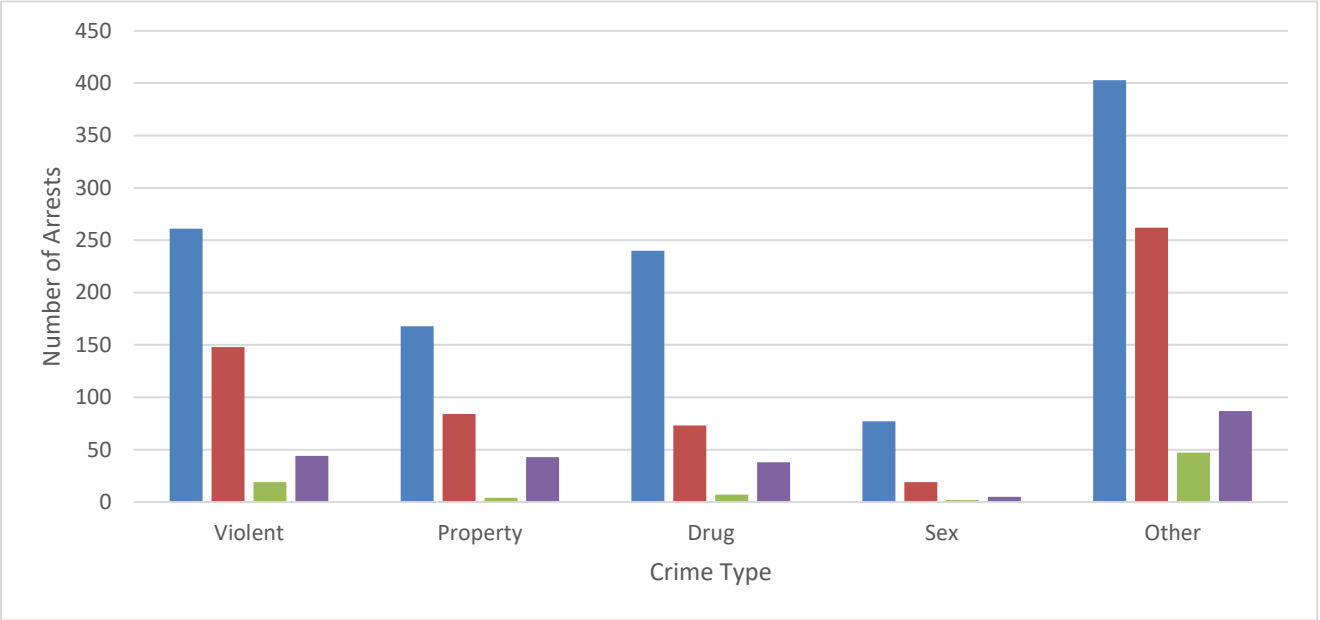

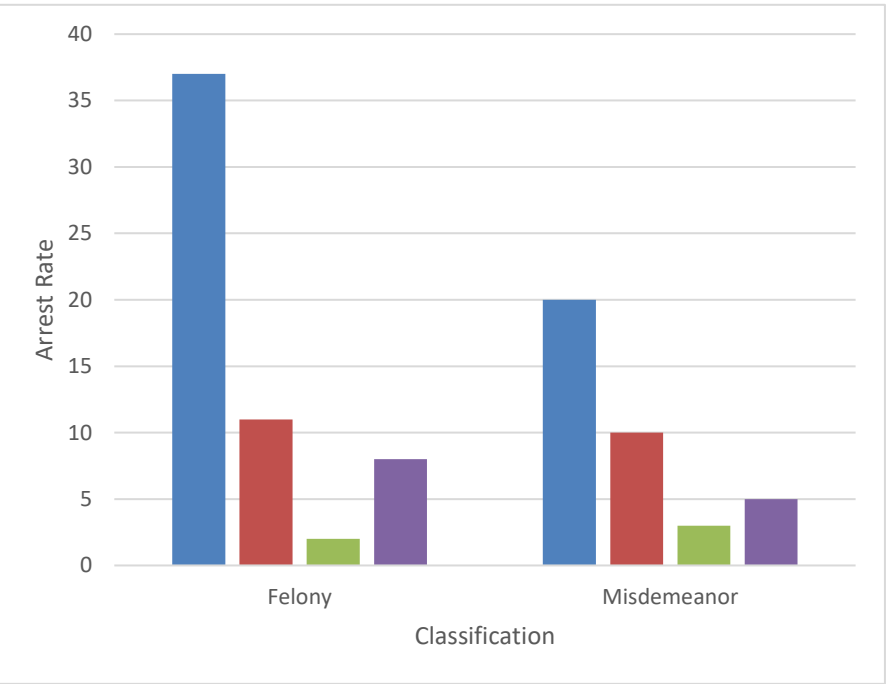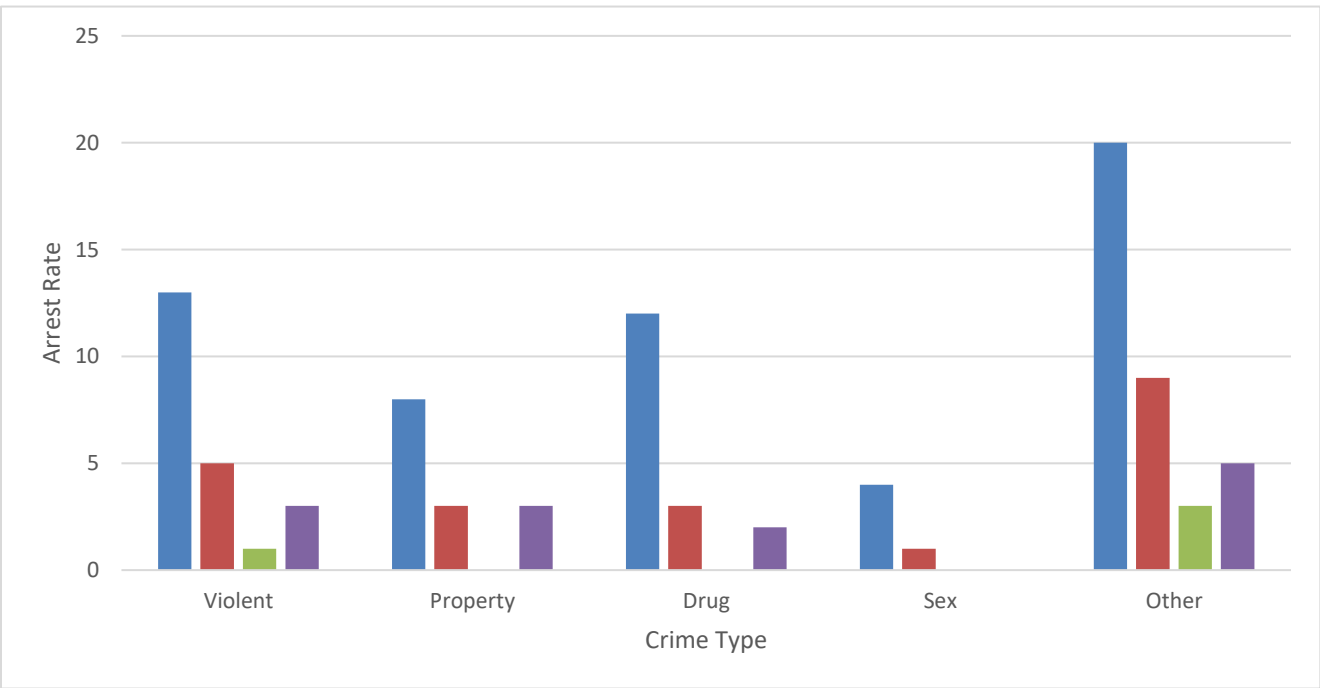**Figure 3: Black adults are arrested at a higher rate for both felony and misdemeanor offenses.**

Figure 4: Black adults are arrested at a higher rate for all offense types.

Richmond City

Total Population: 106,469

Juvenile Arrests

- Black
- Hispanic
- Other
- White

Age Distribution

Juvenile 24%

Adult 76%

Race Distribution

White 17%

Black 23%
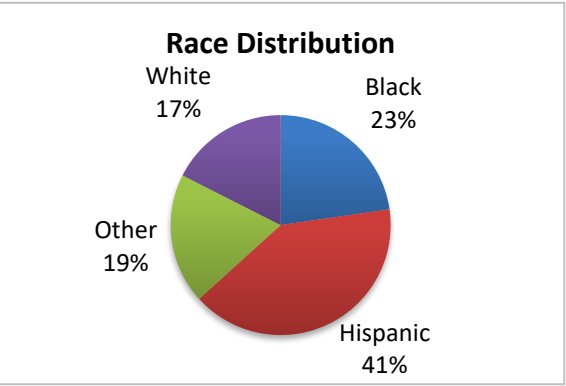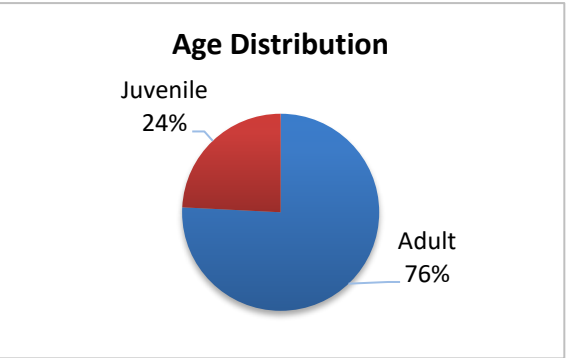
Other 19%

Hispanic 41%

Figure 5: Black youth are arrested more frequently for both felony and misdemeanor offenses.
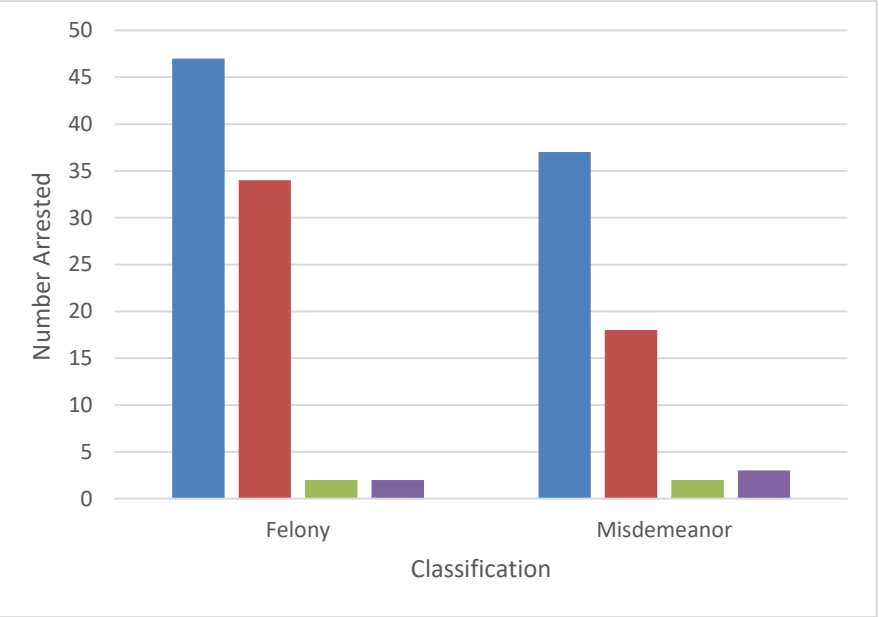

Figure 6: Black youth are arrested more frequently for violent, sex, and other offenses. Hispanic youth are arrested more frequently for property and drug offenses.
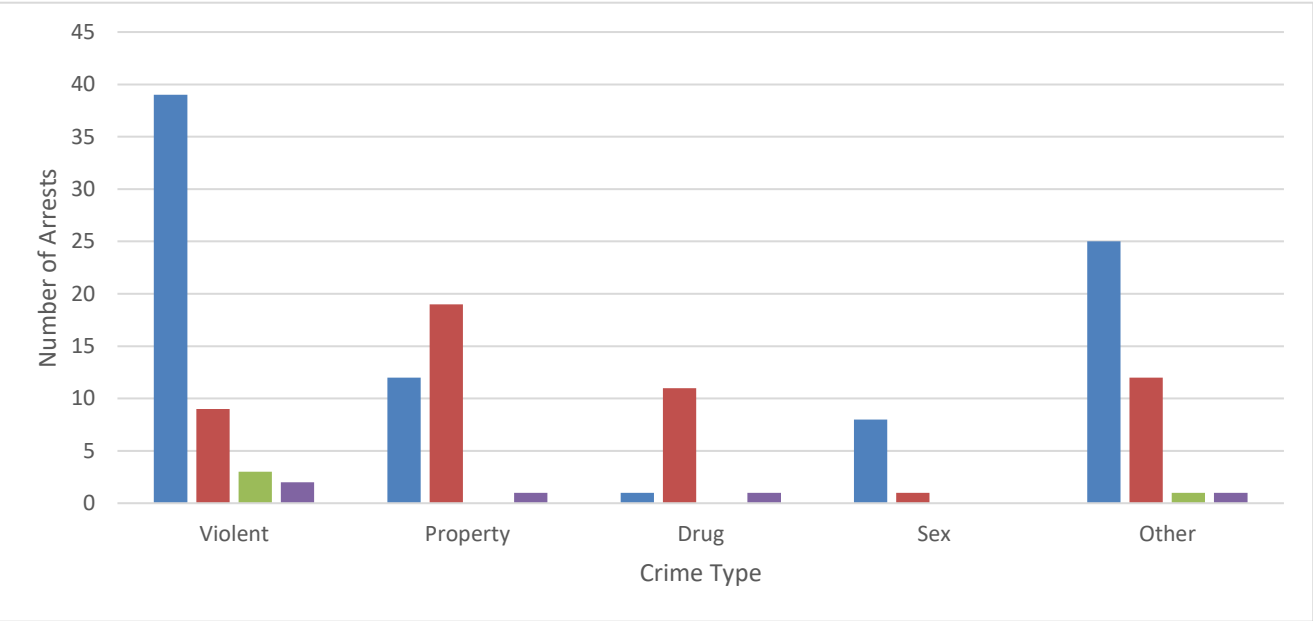

Figure 7: Black youth are arrested at a substantially higher rate for both felony and misdemeanor offenses.
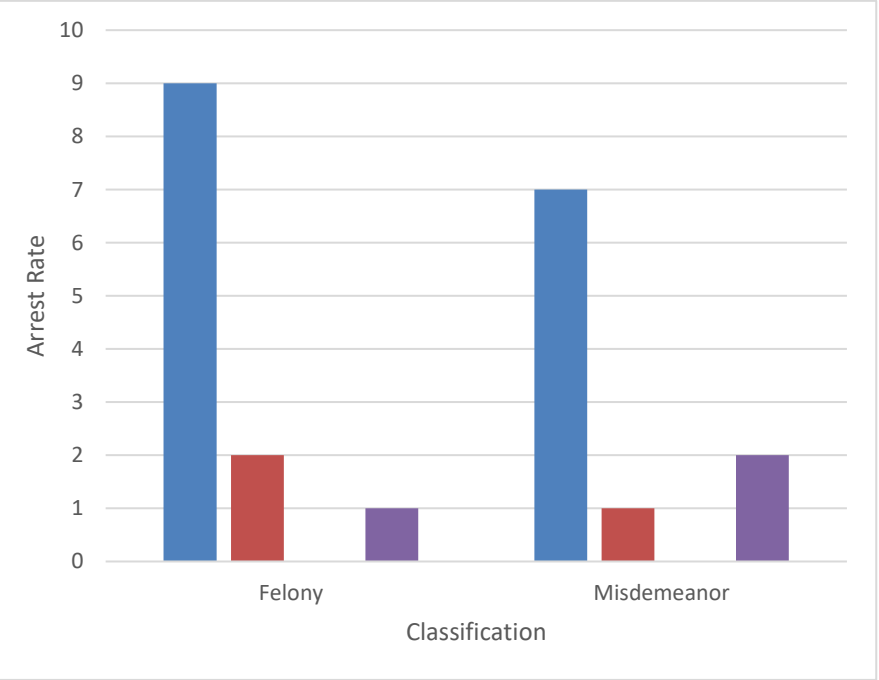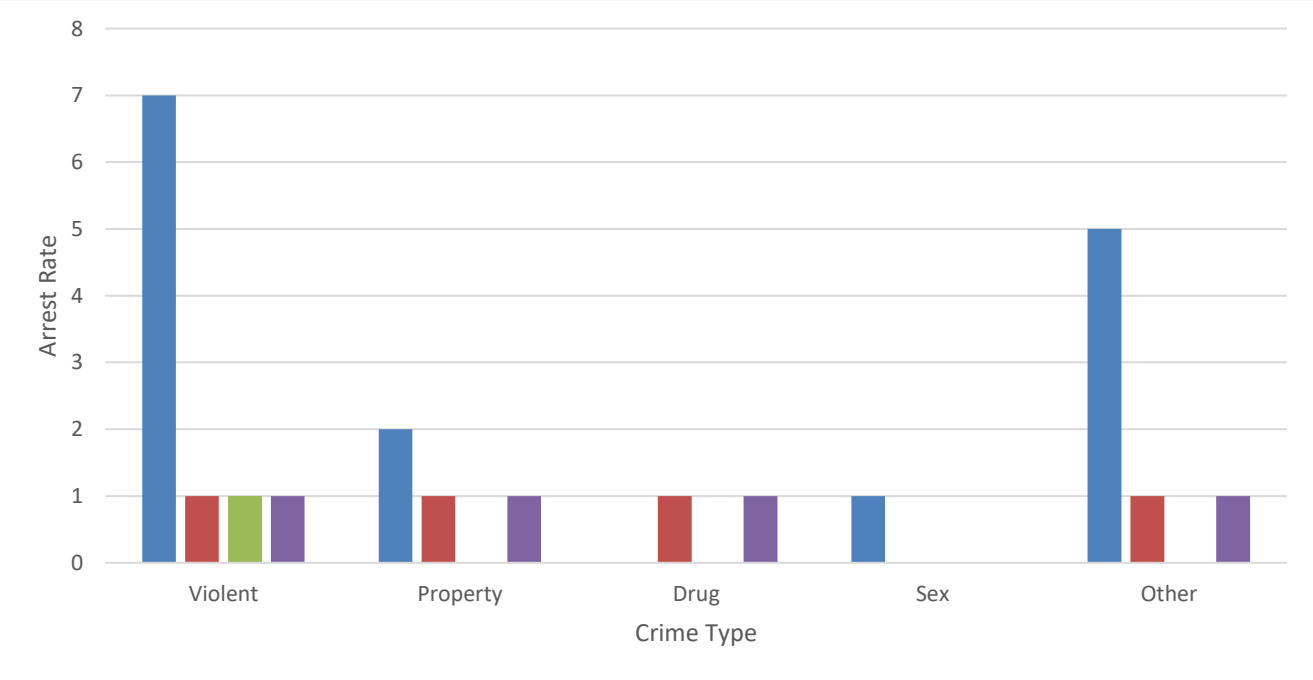

Figure 8: Black youth are arrested at a substantially higher rate for violent and other offenses. Rates of arrest for property, drug, and sex offenses are similar for all races.

Local Law Enforcement Diversion Strategies

Antioch Police Department**

- Antioch PD, with discretion, diverts some youth who have committed a low-level misdemeanor offense, typically their first offense, to a program called Reach.
    - A supervisor and a sergeant from the Investigations Unit review all arrest reports decide whether to refer to Reach.
- Antioch PD received a grant for adult diversion, and is working with HealthRight 360 to develop and implement the program.
    - Adult diversion program is rolling out by the end of the year. This will be for misdemeanor cases and wobblers and it will be for all qualifying crimes, whether an individual has a prior record or not.
- Antioch PD also diverts individuals with mental illness to the MET team to divert for mental healthcare rather than arrest.

Richmond Police Department**

- Richmond PD, with discretion, diverts some youth who are at least 13 years old and have committed a low-level misdemeanor offense (or are runaways), typically their first offense, to the RYSE Center.
    - Two officers review all arrest reports and decide whether or not to refer to RYSE.
    - If youth do not show up for diversion program case may be sent to the DA's Office.
    - From January 2016 to December 2016, 30 juveniles were forwarded to diversion/RYSE and 26 completed the six week diversion program.
- There is no public information available about adult diversion strategies.

El Cerrito Police Department

- No public information available about diversion strategies.

Concord Police Department

- Concord PD has two diversion programs for youth: 1) Community Court and 2) VIPS/High School Truancy Program.
- According to Concord PD's report titled, "Public Safety Study Session January-December 2015/2016,":
    - 99 youth were arrested,
    - 63 youth were released to their parents,
    - 36 youth were sent to juvenile hall, and
    - 19 youth were referred to community court.
- No public information available regarding adult diversion strategies.

Pittsburg Police Department**

- Pittsburg PD, with discretion, diverts youth and adults to a Community Court, run by a third party.
    - All arrest reports are reviewed by a sergeant and by a member of the Investigations Unit- at either point a case can be diverted to Community Court.
    - Individuals who commit a non-violent offense such as petty theft or vandalism, who are first time offenders, may be diverted.
    - Community Court is voluntary, and each individual referred to Community Court can choose to have case sent to DA.
    - During the Community Court hearing, an arbitrator decides whether an individual should be issued a fine to pay within 60-90 days, or mandated to complete community service.
    - If the individual does not pay fine or complete community service, the case will be sent to the DA's Office.

Pleasant Hill Police Department

- The Pleasant Hill Police Department maintains a youthful offender diversion program.
- Diversion may include referral for voluntary counseling through the John F. Kennedy University. The aim of the program is to provide resources to the offender to reduce or prevent recidivism.
- No public information available regarding adult diversion strategies.

Martinez Police Department

- No public information available about diversion strategies.

** RDA conducted interview with member of specified Police Department.

Contra Costa County Racial Justice Taskforce
Looking at the Law Enforcement Data

What patterns are you seeing? What do you notice about numbers versus rates?

How does this affect your understanding of county level disparities?

Contra Costa County Racial Justice Taskforce
Looking at Emerging Practices

What are some best/emerging practices that Contra Costa County could recommend for Law Enforcement Agencies? (E.g. Restorative practice training for LEAs)

What are some other action steps that could be taken to respond to the disparities in the Law Enforcement data? How are we hoping to accomplish this? What are we actually hoping to do?